

BEE ACTIVE

Anti Bullying Policy

Introduction:

Bee Active Childcare is committed to providing a safe and nurturing environment for all children in our care. We believe that every child has the right to learn, play, and grow free from bullying or harassment. This Anti-Bullying Policy outlines our approach to preventing and addressing bullying within our childcare setting.

Definition of Bullying:

Bullying is defined as any deliberate, hurtful, and repeated behaviour that is intended to harm, intimidate, or cause distress to another child. Bullying can take various forms, including physical, verbal, emotional, or cyberbullying.

Our Commitment:

We are committed to:

- Creating a safe and inclusive environment where all children feel valued and respected.
- Promoting positive behaviour, empathy, and kindness as part of our core values.
- Preventing bullying through education and awareness.
- Responding promptly and effectively to reports of bullying.

Prevention:

To prevent bullying, we:

- Educate children about what bullying is and why it is unacceptable.
- Encourage open communication and active listening.
- Foster a culture of respect, empathy, and inclusion.
- Provide appropriate supervision to minimise opportunities for bullying.
- Promote problem-solving and conflict resolution skills.

Reporting and Responding:

Any child who experiences or witnesses bullying should:

- Report it to a staff member, teacher, or a trusted adult.
- Reports will be taken seriously and kept confidential.
- Staff members will investigate and address the report promptly and sensitively.
- Appropriate actions will be taken to stop the bullying and support the child involved.

Consequences:

Consequences for bullying may include, but are not limited to:

- Verbal warning and discussion with the child involved.
- Parent/guardian involvement and meetings.
- Behaviour plans, if needed.
- Temporary suspension or exclusion from certain activities.
- Educational programs on bullying prevention.

Support for Victims:

Children who have been bullied will receive:

- Emotional support from staff and teachers.
- Guidance on building resilience and self-esteem.
- Encouragement to report further incidents if they occur.

Involvement of Parents:

Parents can play a vital role in preventing and addressing bullying. We encourage parents to:

- Communicate regularly with staff and teachers to stay informed about their child's experiences.
- Support their child's social and emotional development at home.
- Reinforce the values of kindness, empathy, and respect.
- Encourage their child to report any bullying incidents.

Review and Update:

This Anti-Bullying Policy will be regularly reviewed and updated to ensure its effectiveness and compliance with current best practices.

Policy created: 19th October 2023

Review date: 13th September 2025