



**Anti-Bullying Policy**  
**September 2020**  
**Review September 2023**

Acorn Childcare Centre (the Centre) is committed to providing a caring, friendly and safe environment for all children that is free from bullying. Bullying is defined as the persistent physical, verbal or emotional abuse of another child or children. It is often planned and most bullies are aware of the impact of their actions. All alleged incidents of bullying will be taken seriously and investigated.

**The Centre aims to:**

- Reassure the bullied child that they will be listened to and every effort will be made by the staff to help and support them.
- Not label children as 'bullies'
- Establish facts surrounding the allegations.
- Help a child that has been bullying to recognise and understand the implications of their actions.
- Recognise that children who bully have often been bullied or are being bullied themselves.
- Discuss with the parents/carers of the child who has been bullying the situation and strategies for managing the behaviour.
- Discuss the situation with the parents/carers of the child who has been bullied and offer reassurance that the situation is being dealt with.
- Record all relevant details of an investigation of alleged bullying in an incident log. The manager and other relevant staff will review the Company's procedures in respect of bullying, to ensure that practices are relevant and effective.

**The Centre aims to prevent bullying by:**

- Encouraging caring and nurturing behaviour
- Discussing friendships and encouraging paired, group and team play
- Encouraging children to report bullying without fear
- Discussing with children the issues surrounding bullying including why bullying behaviour will not be tolerated
- Discussing the consequences of bullying behaviour
- Using equipment, resources and activities that promote anti bullying.
- Supporting children to become more assertive and develop their self esteem

Suspending or removing a child from the Centre will only be used as a last resort where other strategies have failed and indicate the seriousness of an episode of bullying. If necessary and appropriate the police may be consulted.

This policy will be used in conjunction with the Anti-Bullying Policy and Behaviour Management and Exclusion Policy as operating within Malcolm Sargent Primary School, particularly for school aged children attending breakfast, afterschool and holiday club.

### **Helplines and Organisations**

Bullying Online – [www.bullying.co.uk](http://www.bullying.co.uk)

Kidscape - 020 7730 3300 - [www.kidscape.org.uk](http://www.kidscape.org.uk) -

Childline - 0800 1111 - [www.childline.org.uk](http://www.childline.org.uk)

NSPCC – 0808 800 5000 – [www.nspcc.org.uk](http://www.nspcc.org.uk)