



## Bullying Policy October 2025 (No Updates)

At Tiny Tots we will not tolerate any form of bullying, i.e., any persistent negative behaviour towards another child. We are aware that boundaries need to be set. Continually sharing information with parents is important when identifying any areas where the child needs a positive role model and helping the child to develop good social skills, turn taking, equality by engaging in activities that promote these areas of learning.

Staff should ensure that comfort is provided to the victim of bullying. The child's parents should be informed and offered support, ensuring anonymity of children involved.

Staff should sensitively support a child who is bullying using a Therapeutic approach. Staff will ensure that the inappropriateness of the behaviour is made clear acknowledging the child's stage of development. A member of SMT should inform parents and invite parents to meet to discuss.

### **Definition**

Bullying can be described as being 'a deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully. Bullying can range from ostracising, name-calling, teasing, threats and extortion, through to physical intimidation, assault on persons and/or their property. It can be an unresolved single frightening incident that casts a shadow over a child's life, or a series of such incidents.'

Staff, parents and children at Tiny Tots work together to create a happy, caring and safe learning environment. Bullying, whether verbal, physical or indirect, will not be tolerated. It is everyone's responsibility to try to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

Bullying may be brought to the attention of any member

### **How staff can deal with bullying**

Create an environment where cases of bullying can be brought to the attention of staff by the victim, their friends, their parents or other interested people.

Never ignore suspected bullying - be professionally curious and vigilant about possible bullying.

Listen carefully to all accounts – several children with the same version does not mean they are telling the truth.

Adopt a problem-solving approach that moves children forward from self-justification use a De-escalation script to aid this process.

Refer to the Behaviour Management Policy for approaches to developing pro-social behaviour in children that might be involved in bullying.