



Rainbow Teddies Pre-school Policy Document

Anti-bullying- Adults

Safeguarding & Welfare Requirements:

2) Suitable People

9) Equal Opportunities

EYFS Key Themes and Commitments:

A Unique Child

Positive Relationships

Enabling Environments

*Learning and
Development*

This policy was adopted at a meeting on:

Review Date:

Signed: on behalf of the Management Committee

Print Name: Position:

Signed: Pre-school Manager



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Anti-bullying- Adults

- If a member of staff feels that they are/have been a victim of bullying then the incident should be reported to the Manager. Where the incident involves the Manager then the Committee Chairperson should be contacted.
- Bullying may be in the form of:
- Emotional- being deliberately unkind, shunning or excluding another person or tormenting them.
- Physical- physical attack or other sorts of violence against another person.
- Verbal- name-calling; put-downs; ridiculing; or using words to attack threaten or insult. For example, spreading malicious rumours or making fun of another person's appearance.
- Psychological- behaviour likely to instil a sense of fear or anxiety in another person.

Bullying Management

- Any form of racial abuse, verbal, emotional or psychological will be regarded as bullying.
- All incidents of bullying will be treated seriously.
- All incidents of bullying will be addressed thoroughly and sensitively.
- The Manager will call a meeting which will include a member of the Management Committee and will listen to the victim's grievance and record the details.
- The person accused of bullying will be called to a meeting to discuss the allegations against her/him.
- Where an incident of bullying is confirmed, the Manager will give a verbal warning.
- Any further reports of bullying will be dealt with under the Disciplinary Procedure

Please See: *Equality of Opportunity and Inclusion Policy; Grievance Policy and Procedures; Disciplinary Policy and Procedures.*