



## Anti-Bullying policy

### **Policy statement**

Bullying is defined as repeated behaviour that is designed to hurt or upset someone.

**There are many forms of bullying. The three main types of bullying are:**

- Physical
- Verbal
- Emotional

### **Procedures (how I will put the statement into practice)**

**I will not tolerate any form of bullying in my care and will take this matter very seriously if it becomes an issue.**

If I have any concerns that your child is being bullied in my setting, or if your child is bullying another child or other children, I will discuss this with you immediately and work with you to support your child to resolve the problem.

### **If your child is being bullied, I will:**

- Reassure them that it is not their fault.
- Help them to feel safe and cared for.
- Help them to feel valued.
- Give them praise and positive encouragement.
- Reassure them that things will improve and that I will help them as much as possible to resolve the issue.

### **If your child is bullying, I will:**

- Reassure them that I still care about them, but I don't like the behaviour.
- Work with them to help change their behaviour.
- Work with them to find ways to make amends for their actions.
- Introduce a reward system for positive behaviour.
- Discuss the matter with you privately to see if we can understand what may have triggered the bullying.



**Final steps:**

- If the bullying continues, the alleged bully's parents/carers will receive a written warning that the child must stop this behaviour.
- If this behaviour persists, parents/carers will receive a final written warning that an immediate contract termination will occur if the behaviour does not stop.
- As a final option, if the bullying continues further, I will have no choice but to immediately terminate the child's contract.

If you have any concerns regarding your child, please discuss them with me as soon as possible.

Please ensure you have read and understand the Antibullying policy and procedure.

**All policies and procedures are reviewed regularly and updated when necessary.**

This policy and procedure has been development in line with the EYFS welfare requirements and Ofsted guidance, and outlines the provider's responsibility to take all necessary steps to safeguard and promote the welfare of children.

This policy and procedure has been written by **Miss Caitlin Smith**, the Ofsted-registered childminder responsible for the care of children at **The Flower Cottage**, Dudley, West Midlands, DY2 7TQ.