

# Reflections Small School – Anti-Bullying Policy

Date: 1.9.16

Review Date: 1.9.17

## Anti-Bullying Policy for children

School delivered on a small scale means that Educators and children are more closely connected and bullying behaviour, should it occur, is much more likely to be noticed and remedial action to be taken promptly.

Our approach to dealing with a situation recognises the work of Maines & Robinson supporting a 'no blame' approach. We recognise that bullying can take many forms. It can be physical, verbal or emotional, and is repeated behaviour that leaves another person feeling uncomfortable or threatened. We also recognise that bullying is an interaction which establishes group identity, dominance and status at the expense of another. We believe that it is by supporting the development of higher values such as empathy, consideration, unselfishness that the bully is likely to change their behaviour and function differently.

Our approach is to focus on how the victim is feeling, rather than investigate or interrogate the bully, and we believe that focusing attention on a victim's feelings can draw attention away from blame.

Consistent with our approach to learning we support the group to share responsibility to find solutions. We ask the group for their ideas and each member of the group is encouraged to suggest a way in which the victim could be helped to feel happier. In this way the bully also has the opportunity to think about the impact of their behaviour.

In general children should be encouraged to recognise that bullying, fighting, hurting and discriminatory comments are not acceptable behaviour. As educators we positively promote good behaviour, value co-operation and show a caring attitude. We find that this creates a community of mutual respect.

If we have further concerns these will be discussed fully with the parents of all involved in order to support a consistent resolution to the behaviour.

If any parent has a concern about their child, any of the teaching staff will be available to discuss those concerns – this co-operation supports the children to feel confident and secure in their environment, both at home and in the school. Parents who wish to raise an issue with management can e-mail: [yvonne@reflectionsnurseries.co.uk](mailto:yvonne@reflectionsnurseries.co.uk) or [martin@reflectionsnurseries.co.uk](mailto:martin@reflectionsnurseries.co.uk)