**Anti-bullying Policy**

Bullying may be defined as a deliberate action that is violent, humiliating, intimidating, shaming, ridiculing, threatening, or leaves a child feeling undervalued. Additional guidance and information about dealing with bullying can be found at: [www.bulliesout.com](http://www.bulliesout.com) .

I will not permit any form of bullying in my home. Bullying can be:

* Physical – pushing, kicking, hitting, biting etc.
* Verbal – name-calling, sarcasm, rumour spreading and teasing
* Emotional / Social – excluding, ridicule, humiliation, tormenting
* Racist – taunts, graffiti and gestures
* Cyber – using digital technology such as computers, mobile phones, social media etc to emotionally or verbally bully another person.

Being bullied can result in the victim having depression, low self-esteem, shyness, poor academic achievement, isolation, and in extreme cases threatened or attempted suicide. If a bully is left unchecked they will learn they can get away with violence and aggression. A bully has a higher chance of acquiring a criminal record and not being able to have good relationships when they become an adult.

If I have any concerns that a child in my care is being bullied or is bullying, I will discuss the matter with you immediately. I will work with you to support your child to resolve the problem.

If your child is being bullied I will:

* Reassure them that the bullying is not their fault
* Tell them that I care about them and am 100% on their side
* Give them lots of praise, encouragement and responsibilities to help them feel valued
* Work with you to help the child to develop techniques to deal with the bully, assertiveness, walking away etc.

If your child is the bully I will:

* Reassure your child that I still care about them, but it is their behaviour I do not like and I will work with them to help them change this
* Work with your child to find ways to make amends for their actions
* Develop a reward structure for good behaviour
* Discuss the matter with you, not in front of your child, to see if there are any problems that may have triggered the bullying

If you have any concerns regarding your child, please discuss them with me as soon as possible. It is much better to deal with these problems before they become major issues.

This policy was designed by Margaret Rose for Little Rosebuds Childcare with regard for the **National Minimum Standards (NMS) 9**: *the behaviour of children is managed in a way that respects their rights and promotes their welfare and development*

**The Child minding and Daycare (Wales) Regulations 2010: Regulation 23,**

**The Anti-Racist Wales Action Plan,**

**The Rights of Children and Young Persons (Wales) Measure 2011,**

**The UNCRC (The United Nations Convention on the Rights of the Child)**

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