

Bullying and Racism

Bullying in any form is not tolerated in the Pre-School. If it occurs amongst the children and staff are unable to resolve it after having put action plans in place, then the parents will be informed, and an action plan made to help the child/children concerned. This may involve the setting SENCO, the child's key worker, the manager and The Local Authority.

If a staff member is found to bully a child, this will lead to internal disciplinary procedures. If the bullying continues or is deemed by the Pre-School's Designated Officers as harmful to the emotional well-being of the child, then the LADO will be informed and advice requested: *refer to Safeguarding Policy and Procedures and Allegations against a Member of Staff Policy and Procedures.*

If a member of staff is found to bully another member of staff under the form of inappropriate language, emotional harassment or physical bullying the manager and deputy will follow disciplinary/grievance procedures; *see policy on Disciplinary Procedures (Contract).*

We are an inclusive setting and our approach to dealing with racist incidents follows guidance set out for Equal Opportunities in the Statutory Framework for the Early Years Foundation Stage. If racist accusations are made by a parent/carer then the manager will inform the setting's Local Authority for advice and a meeting will be held with the parent/carer accuser to listen to their concerns and to underline the Pre-School's policy and procedures regarding the Pre-School's policies against Racism, Discrimination and Equality of Opportunity.

All documentation regarding acts of bullying or racism by an adult will be passed on to the concerned authorities and will be kept for 3 years.

Racism and emotional bullying.

We do not tolerate any form of Racist act especially when directed at a child or a member of the Pre-School staff. This includes anything posted on Social Media that could be construed as being racist.

Prevention

Staff recognise that the setting plays a significant part in the prevention of harm to children by providing children with good lines of communication with trusted adults, supportive friends and an ethos of protection. The setting will therefore:

- Work to establish and maintain an ethos where children feel secure and are encouraged to talk and are always listened to.
- Ensure that all children know there is an adult in the setting whom they can approach if they are worried or in difficulty; for example, a key worker.
- Inform parents of the policies and procedures in place and make all policies and procedures accessible either online at www.chandlerschatters.co.uk or in printed form within the Pre-School.

- If necessary, the management will discuss with parents/carers the outcomes of bullying and racist acts.

Policy Reviewed February 2018
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