



Maisie Poppins
Nursery

the holistic approach to childhood

Maisie Poppins Nursery: Updated Policies & Procedures

Anti-Bullying Policy and Procedure

Policy

We will not permit any form of bullying in our care from any child to another or any staff member or parent to each other.

Bullying can be:

- Physical: pushing, kicking, hitting, biting etc.
- Verbal: Name-calling, sarcasm, rumor spreading and teasing
- Emotional: Excluding, ridicule, humiliation, tormenting
- Racist/homophobic: taunts, graffiti and gestures

Being bullied can result in the victim having depression, low self-esteem, shyness, poor academic achievement, and isolation and in extreme cases threatened or attempted suicide in older children.


If a bully is left unchecked they will learn they can be violence and aggressive without consequence.

If we have any concerns that a child in our care is being bullied at (pre-) school or is bullying, we will discuss the matter with you immediately. We will work with you to support your child to resolve the problem.

Maisie Poppins Ltd.
St Joseph's, Mare Street, Hackney E8 4SA

t: 0208 016 9082
e: admin@maisiepoppins.com
w: maisiepoppins.com

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Procedure

If your child is being bullied:

- We will reassure them that the bullying is not their fault
- Tell them that we care about them and are there for them
- We will give them lots of praise, encouragement and responsibilities to help them feel valued
- We will 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:

- We will reassure your child that we care about them but it is their behaviour that is not ok, we will work with them to help change this
- We will work with your child to find ways to make amends for their actions
- We will develop a reward structure for positive behavior choices
- We will discuss the matter with you, not in front of your child, to see if there are any problems that may have triggered the bullying.
- We will work with you on a joint behaviour plan and any other strategies that are useful to support your child to stop bullying.

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Very Important:

If you have any concerns regarding your child please discuss them with us as soon as possible. It is much better to deal with these problems before they become major issues. If a child continues bullying despite differing interventions then the child's placement will need to close in order to carry out the duty of care safely for all children in the setting. We will however support the parents to access further help and support for their child and to look at options for moving on. Some children need one to one childcare which we are not able to offer within a home childcare setting, closing a placement for a child that whose behaviour is unsafe or continues to bully despite intervention is not about rejecting the child rather recognising that the child needs additional support that is not accessible in our setting.

Author: May Collin ©

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