



Royal Naval Pre-school Learning Organisation

Bullying Policy

Every child/ adult has the right to attend the setting without threat to his or her personal safety and to be cared for in a safe and protective environment.

At RNPSLO, we will endeavor to ensure that those rights are protected and that children and adults are not bullied.

Bullying takes various forms from verbal abuse, racial harassment, emotional badgering, physical attacks and sexual harassment.

RNPSLO will not tolerate the willful, conscious desire to hurt, threaten or frighten someone, or actions, which totally disregard other people's feelings.

Children are encouraged to talk about their own feelings and are taught to respect and value the feelings of others if the child is able to.

The staff will make every attempt to enable that child to express their thoughts and feelings through pictures, books and other aids.

Staff are able to follow the grievance procedure attached to the employment contract or to exercise their right to use the whistle blowing policy if appropriate to do so. Any allegation will be followed up and a reply given within 28 days.

Child care staff are advised to listen carefully to what children tell them if they are able to and to inform the supervisor sooner rather than later so an action plan and investigation can take place.

All instances of bullying whether it is a child or an adult in the setting will be investigated monitored by staff and reported to the Area Co-ordinator. Strategies would then be discussed by staff and parents based upon individual circumstances and an action plan drawn up.

Date

Signed

Reviewed