



Anti-Bullying Policy

Policy statement

At The Kidz Lounge, we are committed to providing a safe, caring and inclusive environment where every child feels valued, respected and protected from bullying. We believe that all children have the right to attend our setting without fear of intimidation, discrimination or harm.

Bullying of any kind is not tolerated at The Kidz Lounge, whether it is carried out by a child or an adult. We actively promote kindness, respect, inclusion and positive relationships and will respond promptly and appropriately to all concerns regarding bullying behaviour.

Staff, children, parents and carers will be made aware of the Club's expectations regarding behaviour and our zero-tolerance approach to bullying.

What is bullying?

The Kidz Lounge defines bullying as repeated behaviour intended to hurt another person physically or emotionally. Bullying is usually deliberate and can involve an imbalance of power, making it difficult for the victim to defend themselves.

Bullying can take many forms, including:

Physical bullying

- Pushing
- Hitting
- Kicking
- Biting
- Punching
- Scratching
- Spitting
- Tripping
- Taking, hiding or damaging belongings
- Any form of physical intimidation or violence

Verbal bullying

- Name-calling
- Insults
- Teasing
- Threats
- Put-downs
- Offensive comments
- Spreading rumours
- Mocking someone's appearance, ability or background

Emotional or social bullying

- Deliberately excluding someone from activities or friendship groups
- Ignoring or isolating others
- Embarrassing or humiliating someone

- Encouraging others not to play with or talk to another child
- Passing unkind notes or messages

Psychological bullying

- Behaviour intended to create fear, anxiety or distress
- Intimidation or manipulation
- Threatening behaviour

Discriminatory bullying

Bullying related to race, religion, disability, gender, family background, appearance, culture or any protected characteristic will be treated very seriously. Any discriminatory incidents will be recorded and addressed in line with our Equalities and Safeguarding policies.

Preventing bullying

At The Kidz Lounge, we actively promote an anti-bullying culture by:

- Encouraging kindness, empathy and respect
- Supporting children to build positive friendships
- Promoting inclusion and teamwork
- Helping children understand emotions and appropriate behaviour
- Encouraging children to speak to staff if they are worried or upset
- Ensuring children know they will be listened to and supported
- Challenging inappropriate behaviour immediately
- Providing positive role models through staff behaviour
- Working closely with parents and carers
- Creating an environment where differences are respected and celebrated

Responding to bullying behaviour

All allegations or concerns regarding bullying will be taken seriously and responded to promptly, fairly and sensitively.

When bullying is suspected or reported:

1. Staff will listen carefully to all children involved and reassure them that concerns will be taken seriously.
2. The incident will be reported to the Manager or senior member of staff.
3. Appropriate action will be taken immediately to stop the behaviour and ensure the safety and wellbeing of those involved.
4. Details of the incident will be recorded in the Club's Incident Log.
5. Parents or carers of all children involved will be informed where appropriate.
6. Staff will monitor the situation closely to prevent further incidents.
7. Support will be provided to the child who has experienced bullying, including reassurance, supervision and opportunities to discuss worries or feelings.
8. Staff will work with the child displaying bullying behaviour to help them understand the impact of their actions, take responsibility and develop more positive behaviours.
9. Where necessary, behaviour support strategies or additional interventions may be put in place.
10. If bullying behaviour continues, further action may be taken in line with the Club's Behaviour Management, Suspensions and Exclusions policies.

Supporting children

Children involved in bullying incidents, whether displaying bullying behaviour or experiencing it, may require support. Staff will work with children and families to promote positive behaviour, emotional wellbeing and respectful relationships.

Confidentiality

All bullying incidents will be handled sensitively and confidentially. Information will only be shared with those who need to know in order to safeguard and support the children involved.

Related policies

Please also refer to:

- Behaviour Management Policy
- Equalities Policy
- Safeguarding Policy
- Suspensions and Exclusions Policy
- Aggressive Behaviour Policy

Written in accordance with the Statutory Framework for the Early Years Foundation Stage (2021): Safeguarding and Welfare Requirements - Managing Behaviour [3.50-3.52] and Child Protection [3.7].