

The Hollies Childcare Facility

Anti-Bullying Policy

Authoriser: Lynnette Collins

Responsible Individuals: Sarah Murray and Lynnette Collins

Registered Charity Number: 1196324

Revision History

Issue/Draft	Date	Comments or Reason for Change
Draft A	5 th June 2019	Initial Release for Comment
Issue 1	20 th June 2029	Comments received from Management Committee
Issue 2	30 th April 2021	Annual Document Review
Issue 3	2 nd November 2021	Amendment to include change of name of setting and Registered Charity Number
Issue 4	26 th September 2022	Annual Document Review
Issue 5	18 th September 2023	Annual Document Review
Issue 6	10 th September 2024	Annual Document Review
Issue 7	12 th September 2025	Annual Document Review

Acronyms and Abbreviations

Acronym/Abbreviation	Definition
The Hollies	The Hollies Childcare Facility

Overview

The Hollies Childcare Facility is committed to providing an environment that is safe, friendly and caring for all. Bullying of any type is not accepted. This policy relates to all staff, children and parents/carers linked to The Hollies.

‘Bullying is where someone hurts you either physically, by hitting or kicking you, or verbally by calling you names or teasing you.’

Bullying can be done in a number of ways. Someone might be bullying you if they are:

- Calling you names
- Spreading lies about you
- Teasing you
- Hitting or kicking you and causing you physical pain
- Pushing or pulling you about
- Taking your money or possessions
- Leaving you out or excluding you
- Threatening or intimidating you
- Texting you horrible messages
- Filming you on their mobile phones and spreading it about
- Sending you horrible emails or messages on Facebook and other social networking websites.

<http://www.youngminds.org.uk/>

Bullying is not an accepted behaviour at The Hollies. Anyone found to be bullying will be dealt with in an appropriate manner, in line with our behaviour policy, safeguarding policy and any other relevant policies.

Disclosures of bullying or changes in behaviour that suggest a child is being bullied will be dealt with in the following way:

- The child will be comforted and encouraged to explain what has happened.
- The Senior Leader will investigate the matter in a sensitive manner (see confidentiality policy).
- Relevant records will be kept (in the incident book).
- Where the bullying has been perpetrated by another child the Senior Leader will work in partnership with the child and their parents (where appropriate) to find a positive way forward.
- Following the investigation, our behaviour management policy may be implemented if deemed appropriate.

Opportunities for discussion, information and resources on the subject of bullying will be used as an integral part of The Hollies programme. Specific instances may also trigger discreet activities on the subject in order to raise children’s awareness.

The Hollies Staff will be encouraged to attend relevant training wherever possible. While petty ‘tale telling’ is not desirable, genuine ‘whistle-blowing’ on bullying and other

unacceptable behaviour will be acted on promptly. Allegations of bullying by staff and other adults associated with The Hollies will be investigated immediately.