GEMS TINEY HOME NURSERY

HOME FROM HOME CHILDCARE

Anti Bullying Policy

Policy statement

At Gems tiney Home Nursery, we provide a safe, welcoming and inclusive environment where children and adults are treated with kindness and respect. We act promptly on hurtful behaviour and work with families to support positive relationships. Children's safety and emotional wellbeing are central to our response.

This policy applies to children, employed and volunteer assistants, parents, carers and visitors, including conduct online where it affects the setting. It should be read alongside our policies on supporting behaviour, safeguarding, allegations of abuse, inclusion and complaints, and reflects the current EYFS statutory framework for childminders.

Understanding bullying in the early years

Bullying is generally understood as repeated, intentional behaviour that causes physical or emotional harm and involves a real or perceived imbalance of power. It can include hitting, threats, hurtful name-calling, intimidation, repeated exclusion from play and discriminatory behaviour. Online bullying can include threatening or humiliating messages or posts.

Young children are still learning to communicate, share, manage feelings and understand the effect of their actions. Biting, pushing, snatching or disagreements are not automatically bullying. We consider the child's age, development, communication and individual needs, alongside patterns of behaviour and the impact on others.

We address all hurtful behaviour, even when it is a single incident or the child's intention is unclear. We describe the behaviour and support change, rather than labelling a child as a bully or blaming a child who has been hurt.

Preventing hurtful behaviour

Adults model calm, respectful communication and help children recognise feelings, ask for help, take turns and develop friendships. Stories, play and everyday conversations are used to explore kindness, difference, boundaries and inclusion in ways children can understand.

We supervise interactions closely, organise resources and spaces to reduce avoidable conflict, and respond to emerging patterns. Children are supported to express themselves through words, gestures, visuals or other suitable communication methods.

We challenge prejudice and discriminatory language or behaviour, including behaviour relating to disability, race, religion, sex or family circumstances. Support is adapted to children's individual needs, including special educational needs and disabilities, while keeping everyone safe.

Raising a concern

Children are helped to seek support from a trusted adult and to communicate when something feels wrong. Parents, carers, staff and volunteers should report concerns promptly to Gemma Bayley, the childminder and designated safeguarding lead, in person, by phone or through the tiney app. Urgent concerns should be raised directly.

Concerns will be listened to, recorded where appropriate and taken seriously. If a concern involves Gemma, or has not been addressed appropriately, it may be raised directly with tiney. Where an adult's conduct may amount to harm or abuse, follow the Allegation of Abuse Policy and contact the relevant safeguarding authorities without delay.

Responding to an incident

We intervene promptly and calmly to stop the behaviour, protect those involved and provide first aid if needed. The child who has been hurt receives comfort and reassurance. Other children who have witnessed the incident are supported as needed.

We listen to those involved in a way suited to their age and communication, record factual information and consider the context and any previous pattern. Children are not questioned repeatedly or asked leading questions. Any indication of abuse is managed under safeguarding procedures rather than through an informal investigation.

The child displaying hurtful behaviour is helped to regulate their emotions, understand clear boundaries and practise a safer response. We consider possible triggers and

unmet needs and adjust supervision, routines, activities or communication support where appropriate.

We do not use physical punishment, threats, humiliation or public shaming. Children are not forced to apologise, forgive, hug or resume playing together. When ready, they are supported to repair relationships in a way that feels safe and appropriate.

Working with parents and recording concerns

Parents of children involved are informed sensitively about concerns affecting their own child and the steps taken, while protecting other children's personal information. If safeguarding agencies are involved, we follow their advice about what can be shared and when.

Significant incidents and repeated patterns are recorded securely, including the date, those involved, factual observations, the child's account where available, action taken and communication with parents. Injuries and first aid are also recorded under the Accident and Injury Policy.

Where behaviour persists, we agree a support plan with parents, identifying strategies, responsibilities and a review point. We monitor whether the child who has been hurt feels safe and whether the behaviour is reducing. Relevant professional support is sought where needed, with consent where appropriate and in line with safeguarding duties.

Adult conduct and online behaviour

Adults are expected to communicate respectfully with children, families and colleagues. Intimidation, harassment, discriminatory behaviour and threatening or abusive messages are addressed promptly. This includes behaviour at collection, on outings and through messaging or social media connected with the setting.

Concerns about staff or volunteers are considered under the relevant safeguarding, allegations, whistleblowing or employment procedures. Concerns about other adults are risk assessed and appropriate boundaries put in place to protect children and staff. Call 999 if anyone is in immediate danger.

Confidentiality and safeguarding

Information is shared only with those who need it to protect children, address the concern or meet legal duties. We do not promise absolute confidentiality. Necessary

referrals to tiney, children's social care, LADO or the police will be made in accordance with our safeguarding and allegations procedures.

Staff and volunteers must not dismiss harmful behaviour as normal play or require children to resolve unsafe situations themselves. Serious or persistent harm is considered as a potential safeguarding concern and escalated appropriately.

Staff awareness and review

Gemma ensures that employed and volunteer assistants understand this policy, recognise concerning patterns and know how to report them. Guidance and training needs are reviewed through induction, supervision and discussion of practice.

We share our expectations of kindness, inclusion and respectful behaviour with parents and staff. Children learn these expectations through play and consistent adult support; they are not expected to sign or understand a formal anti-bullying agreement.

This policy is reviewed annually, or sooner following a significant incident or changes to guidance. Records, family feedback and children's experiences inform improvements.

Policy owner: Gemma Bayley
Reviewed: November 2026
Next review due: November 2027

References: Current EYFS statutory framework for childminders; Anti-Bullying Alliance guidance for early years providers; Department for Education guidance on preventing and tackling bullying, used as supporting guidance where relevant to an early years setting.