**ALLOWAY EARLY YEARS CENTRE**

**ANTI-BULLYING POLICY**

**1. Policy Statement**

At Alloway Early Years Centre, we are committed to providing a safe, nurturing, and inclusive environment where every child, family, and staff member is treated with respect, fairness, and kindness. Bullying in any form is not tolerated. This policy outlines our approach to preventing, identifying, and responding to bullying behaviours in line with:

*How Good Is Our Early Learning and Childcare (HGIOELC)*

*Care Inspectorate Health and Social Care Standards (2018)*

*Respect for All: The National Approach to Anti-Bullying for Scotland’s Children and Young People*

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**2. Definition of Bullying**

In early years, bullying may not always be intentional or understood by young children. We define bullying as:

“Behaviour that hurts another person, either physically or emotionally, which is repeated over time and involves a power imbalance.”

This includes:

* Name-calling, teasing or excluding others.
* Pushing, hitting, or inappropriate physical behaviour
* Repeated unkindness or exclusion
* Online/digital behaviours (by staff or families)

We acknowledge that in early years, challenging behaviour is often a form of communication, and not all unkind behaviour is bullying. Our role is to teach and model positive relationships, empathy, and respect.

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**3. Aims of This Policy**

* To promote a positive ethos based on inclusion, respect, and care.
* To ensure all staff recognise and respond appropriately to bullying.
* To provide clear procedures for dealing with bullying concerns.
* To work in partnership with families, children, and external agencies

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**4. Guiding Principles (Linked to HGIOELC and Care Standards)**

Based on HGIOELC Quality Indicators:

* 1.3 Leadership of change – Creating a culture of inclusion and respect
* 2.1 Safeguarding and child protection – Protecting children’s emotional safety
* 2.4 Personalised support – Meeting individual needs and reducing inequality
* 3.1 Ensuring wellbeing, equality and inclusion – Promoting children’s rights and dignity

Based on Care Inspectorate’s Health and Social Care Standards:

* I am treated with dignity and respect.
* I am included and can be part of the wider community.
* I am supported to understand and express my rights.
* If I experience bullying, I know I will be supported.

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**5. Prevention and Positive Practice**

We promote a respectful, inclusive culture through:

* Emotion and social development activities (e.g., Circle Time, stories, puppets)
* Role modelling of kind, respectful behaviour by staff
* Clear rules and boundaries based on the school values – *KIND, INCLUSIVE, RESPECTFUL, SAFE.*
* Restorative approaches to help children understand the impact of their actions.
* Celebrating diversity and promoting equality in everyday practice.

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**6. Responding to Concerns**

All reports of bullying will be taken seriously.

Staff will:

* Listen to the child and/or family carefully and with empathy.
* Observe and monitor the situation closely.
* Record incidents factually and sensitively.
* Respond using developmentally appropriate strategies.
* Support all children involved, including those displaying challenging behaviour.
* Involve parents/carers at an early stage.
* Review outcomes and continue support as needed.

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**7. Supporting Children and Families**

We support:

* Children who experience bullying by ensuring they feel safe, heard, and empowered.
* Children showing bullying behaviour by helping them understand feelings, make amends, and develop social skills.
* Families, by communicating openly and offering resources or referrals to additional support if needed.

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**8. Staff Responsibilities**

All staff must:

* Be vigilant and responsive to early signs of distress.
* Model respectful interactions at all times.
* Use positive behaviour strategies and restorative approaches.
* Record and report incidents to the Depute Manager.
* Participate in regular training on relationships, rights, and wellbeing.

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**9. Monitoring and Review**

This policy will be:

* Monitored by the Depute Head Teacher, Depute Manager and Senior EYP.
* Reviewed annually, or sooner if needed.
* Informed by feedback from staff, families, and children.
* Shared with all stakeholders and included in induction for new staff.

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**10. Linked Policies and Guidance**

* Child Protection and Safeguarding Policy
* Positive Relationships Policy
* Equality Policy
* Respect for All: Anti-Bullying Guidance
* UNCRC (United Nations Convention on the Rights of the Child

REVIEW

This policy will be reviewed annually or as required in light of experience or any new national/local initiatives.

Reviewed September 2025