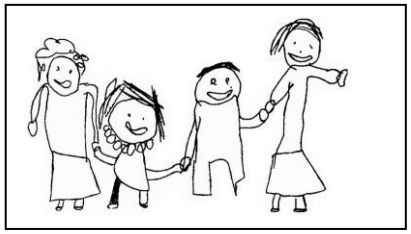
The Ambleside Centre



APPENDIX A
Behaviour Policy
Anti-Bullying

Rationale

1. All children have an absolute right to be educated in a safe and secure environment and to be protected from others who may wish to harm, degrade or abuse them. In the centre we encourage everyone to say if they feel the actions of another are inappropriate.
2. There is **no justification whatsoever** for bullying behaviour and it should not be tolerated in any form. Differences of race, religion, gender, sexual orientation, and ability are absolutely repudiated as reasons for bullying.
3. Bullying behaviour is a problem for both the bully and the victim and should be addressed in positive and constructive ways which provide opportunities for growth and development for the bully and victim alike.
4. Effective management of bullying is a shared responsibility and strategies should involve school staff; parents/carers and other professionals involved with children who are the victims or perpetrators of bullying behaviour.
5. It is important to invest time and resources in the prevention and management of bullying and staff require advice, training and support to manage it with confidence.
6. Information about the Centre's policy and procedures should be readily available in 'user friendly' form to children and their parents/carers.
7. Social interaction is embedded within the EYFS Curriculum and therefore is an integral part of our everyday work. All staff are trained and supported to develop strategies to promote positive social behaviour.
8. All alleged or perceived incidents of bullying reported by children, parents/carers or staff are fully investigated and reported to the Teacher.
9. It is recognised that children at the Centre are still at the early stage of social, cognitive, emotional and physical development which sometimes results in actions/behaviour which are perceived as bullying.

Aims

The aims of the policy will be met by:

- the staff supporting children through their natural development.
- conflict resolution, promoted by the six steps below.

1. Approach calmly.
2. Acknowledge feelings.
3. Gather information.
4. Restate the problem.
5. Ask for solutions and choose one together.
6. Be prepared to give follow-up support.

- reassuring parents and carers that the Centre takes child welfare seriously and that children are educated in a safe and secure environment.
- sharing specific incidents between parents and staff to encourage free flow of information and agree a course of action.
- staff modelling appropriate behaviour, including conflict resolution, and treat each other, children, parents and carers with courtesy and respect.

All of these strategies operate within a Centre ethos founded on equality, fairness and respect for others in which individual differences are celebrated.