

Anti-Bullying Policy

Policy Statement

Peques Anglo-Spanish Nursery Schools is committed to providing a safe, secure, and nurturing environment where all children, families, and staff are treated with respect and dignity. We take all concerns relating to bullying seriously and act promptly and consistently to prevent and address bullying or hurtful behaviour within our settings.

We recognise that bullying behaviour is **rare in children under the age of five**. In the early years, behaviours that may appear to be bullying are more often linked to a child's stage of development, unmet needs, or emerging social and emotional skills. These behaviours are addressed through positive behaviour management, support, and guidance rather than punishment.

This policy applies to children, staff, parents, carers, visitors, and any adults within the nursery community.

Definition of Bullying

Bullying is defined as:

“Deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those bullied to defend themselves and they may feel powerless.”

In the early years, Peques makes a clear distinction between **bullying** and **hurtful or challenging behaviour**. Children under five are still developing empathy, self-regulation, and communication skills, and behaviour is understood within a developmental context. All concerns are taken seriously and addressed appropriately.

Understanding Bullying and Discrimination

Bullying can cause significant distress and may affect a child's or adult's physical health, emotional wellbeing, confidence, and development. It can occur for a range of reasons, including discrimination related to protected characteristics such as age, disability, race, religion or belief, sex, gender reassignment, or family background.

Peques does not tolerate bullying or discriminatory behaviour in any form. This policy should be read alongside the **Equality & Diversity Statement**.

Types of Bullying

Bullying may take many forms, including:

1. **Physical bullying** – pushing, kicking, hitting, pinching, or other forms of physical aggression.
2. **Verbal bullying** – name-calling, sarcasm, spreading rumours, persistent teasing, or belittling language.
3. **Emotional bullying** – excluding others, tormenting, ridiculing, humiliating, or intimidating behaviour.
4. **Cyber or online bullying** – inappropriate, harmful, or distressing behaviour through digital platforms, messaging, or social media. This applies primarily to adults within the nursery community and is addressed in line with the Social Media & Networking Policy.

Aims and Objectives

The aims of this policy are:

- To provide a safe and secure environment where children can play and learn without fear or anxiety.
- To promote a positive nursery culture based on mutual respect, kindness, and inclusion.
- To support children in developing empathy, social understanding, and appropriate behaviour.
- To ensure staff feel supported, respected, and able to thrive professionally.
- To prevent bullying through early intervention, positive role modelling, and consistent practice.

The Role of the Manager

The Manager is responsible for:

- Implementing this policy and ensuring all staff, students, and volunteers are aware of it.
- Responding promptly and appropriately to any concerns raised by parents, carers, or staff.
- Investigating incidents sensitively and in line with nursery procedures.
- Keeping accurate, confidential records of bullying or repeated hurtful behaviour incidents.
- Monitoring the effectiveness of strategies used to prevent and address bullying.
- Raising awareness through staff meetings, supervision, observation, and training.
- Ensuring staff receive appropriate training and guidance to manage behaviour and bullying concerns effectively.
- Promoting a nursery climate of mutual support, inclusion, and praise for positive behaviour.

The Role of Head Office

Head Office is responsible for:

- Reviewing this policy annually in consultation with the management team.
- Providing guidance, oversight, and support in relation to bullying concerns.
- Where an allegation is made against a Manager, ensuring that the investigation is conducted by the **Owner & Founder**, with appropriate Head Office support.

The Role of Staff

All staff are responsible for:

- Modelling positive, respectful behaviour at all times.
- Helping children understand that bullying and hurtful behaviour are unacceptable.
- Implementing agreed behaviour management strategies consistently.
- Supporting any child or adult who may be affected by bullying or hurtful behaviour.

- Reporting concerns or incidents promptly to the Manager.
- Completing incident records where bullying or repeated hurtful behaviour occurs.

Repeated, serious, or unresolved concerns may be managed in line with the **Safeguarding Children Policy** and relevant behaviour management procedures.

The Role of Parents and Carers

Parents and carers are encouraged to:

- Contact the Manager if they are concerned that their child may be experiencing bullying, or if they suspect their child may be displaying bullying or hurtful behaviour.
- Work in partnership with the nursery, in line with Peques' ethos, to support agreed strategies and outcomes.
- **Refrain from addressing concerns directly with other children or parents, either in person or online, and allow the nursery to manage the situation appropriately and professionally.**

Open communication between parents and the nursery is essential to resolving concerns effectively and sensitively.

This policy should be read in conjunction with:

- Equality & Diversity Policy
- Moral Values Policy
- Safeguarding Children Policy & Procedure
- Company Code of Conduct Policy
- Behaviour, Emotional Regulation and Support Policy
- Social & Emotional Development Policy
- Partnership with Parents Policy
- Complaints Policy & Procedure

Version: 1.0

Effective date: 02/03/2026

Last reviewed: 02/03/2026

Review cycle: Annually, or earlier where required due to legislative, regulatory, operational, or statutory changes.

Approval route: Head Office