



SIMPLY PENDOYLAN

ANTI-BULLYING POLICY

Statement of Intent

This setting is committed to providing a safe, respectful and inclusive environment where all children are protected from harm and supported to develop positive relationships.

We recognise bullying as a safeguarding concern. We take all allegations, disclosures, and concerns seriously and respond promptly in line with safeguarding procedures and Welsh Government guidance.

Bullying is not acceptable in any form and will not be tolerated.

Definition of Bullying

Bullying is behaviour that is intentional, repeated, and causes physical or emotional harm to another person. It may include (but is not limited to):

- Physical harm or intimidation
- Verbal abuse or threats
- Emotional harm, including exclusion or humiliation
- Online or digital bullying (if applicable)
- Coercion or manipulation

Bullying may occur between children, or involve groups of children.

Safeguarding and Responsibility

- All concerns relating to bullying are treated as safeguarding matters.
- The **Designated Safeguarding Person (DSP)** will take overall responsibility for managing and coordinating responses to bullying concerns.
- All staff have a duty to report concerns immediately in line with safeguarding procedures.
- Where necessary, external agencies (e.g. Local Authority Designated Officer, Early Help, or Social Services) will be contacted.

Procedures

1. Responding to a Disclosure or Concern

If a child reports or indicates that they are being bullied:

- The child will be listened to calmly and without judgement.
- Staff will record the concern accurately and factually as soon as possible.
- The concern will be reported immediately to the DSP.
- Parents/carers will be informed at the earliest appropriate opportunity, unless doing so may place the child at further risk.

2. Investigation and Recording

- The DSP will ensure the concern is fully investigated, involving relevant staff and children where appropriate.
- All incidents, actions, and outcomes will be recorded and securely stored in line with data protection requirements.
- Confidentiality will be maintained, shared only with those who need to know.

3. Working with Parents/Carers

We will work in partnership with parents/carers of all children involved to:

- Share information appropriately
- Agree support strategies
- Promote positive behaviour and relationships
- Review progress over an agreed timescale

4. Support and Intervention

Where bullying behaviour is identified, the setting will:

- Provide support to the child displaying bullying behaviour to understand impact and develop positive behaviour strategies
- Provide support to the child experiencing bullying to ensure they feel safe and supported
- Implement behaviour support plans where appropriate
- Monitor the situation closely and review regularly

5. Escalation

If bullying behaviour continues or escalates:

- The DSP will review safeguarding risks and may involve external agencies such as Social Services.
- A formal behaviour support plan may be implemented.
- In serious or persistent cases, and where all reasonable steps have been taken, the setting may consider termination of the childcare contract in line with safeguarding responsibilities and contractual terms. The safety and welfare of all children will remain the priority.

Review

This policy will be reviewed regularly (at least annually) or sooner if required due to changes in legislation, guidance, or practice.