

KLOISTERS KINDERGARTEN

Safeguarding and Welfare Requirement: Child Protection

ANTI-BULLYING POLICY

At Kloisters Kindergarten we encourage all staff to be a positive role model for the children in our care. Therefore we will not accept bullying, harassment or intimidation of any form.

Bullying behaviour may include:-

- . Physical abuse
- . Verbal abuse
- . Implied threats
- . Jokes, offensive language, gossip, slander, offensive songs, graffiti or obscene gestures
- . Isolation or non co-operation or exclusion from social activities
- . Intrusion by pestering, spying and stalking
- . Repeated requests giving impossible deadlines or impossible tasks
- . Repeated unreasonable assignments to duties, which are unfavourable to one individual
- . Vandalism of personal property (destroying clothing, scratching paint work on cars etc.)

Behaviour can constitute bullying or harassment where: it violates the dignity of a member of staff on the grounds of their age, disability, gender, reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation (the protected characteristics); or where it creates an intimidating, hostile and degrading, humiliating or offensive environment. Individual or accumulative acts can seriously undermine the dignity, confidence and work satisfaction to such an extent that it has an effect on job performance, and general happiness both inside and outside work.

Conduct becomes harassment if it persists and it has been made clear that it is regarded as offensive by the recipient or a witness to the conduct, although a single offensive act can amount to harassment if it is sufficiently serious.

If you suspect that bullying is occurring (to you or those around you) you should discuss this in confidence with the Owner/Manager or Assistant Manager.

If an allegation of bullying is made against a member of staff then that staff member will be suspended without prejudice while an investigation is carried out. After investigation this may result in Disciplinary action being taken.

Links to Policy:- Safeguarding Policy, Behaviour Policy, Equal Opportunities Policy, Confidentiality Policy, Disciplinary Procedures Policy, Grievance Policy

This policy was amended by	Kloisters Kindergarten	<i>(name of provider)</i>
Reviewed on	25/10/19	<i>(date)</i>
Date to be reviewed	06/2021	<i>(date)</i>
Signed on behalf of the provider		
Name of signatory	Mrs N Bromley	

Role of signatory (e.g. chair, director or owner)

Bursar