



# Anti-Bullying Policy

Bijou Day Nursery & Crèche, Cowbridge

**Policy owner:** Nursery Manager / Rheolwr y Feithrinfa

**Version:** 2.0

**Last reviewed:** June 2026 / Mehefin 2026

**Next review:** June 2027 / Mehefin 2027

**Approved by:** Samantha Rennison, Responsible Individual / Unigolyn Cyfrifol

## 1. Policy Statement

Bijou Day Nursery & Crèche is committed to providing a safe, caring and inclusive environment where every child is treated with kindness and respect. We take a zero-tolerance approach to bullying in any form and work proactively to prevent unkind behaviour through our Montessori-inspired values of respect, empathy and community.

This policy is informed by the Equality Act 2010; Children Act 1989 & 2004; Wales Safeguarding Procedures 2019; National Minimum Standards for Regulated Childcare (Wales) 2016; Rights, Respect, Equality: Statutory Guidance for Governing Bodies (Welsh Government); and CIW guidance.

## 2. What is Bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms including:

- **Physical:** Hitting, kicking, pushing, taking belongings
- **Verbal:** Name-calling, teasing, threatening, intimidating
- **Emotional / Relational:** Excluding, spreading rumours, manipulating friendships
- **Prejudice-based:** Related to race, religion, gender, disability, appearance or family circumstances

In an early years setting, very young children may not understand the concept of bullying, but they can display persistent unkind behaviour. We address all such behaviour at the earliest stage.

## 3. Prevention

- We model and teach kindness, empathy, sharing and respect through daily interactions
- Our Montessori-inspired environment encourages cooperation, independence and mutual respect
- Circle time, stories and role play are used to explore feelings, friendships and appropriate behaviour
- We celebrate diversity and help children understand and value differences
- Staff maintain a high level of supervision and awareness of children's interactions
- Children are encouraged and supported to tell an adult if someone is unkind to them

## 4. Responding to Bullying Behaviour

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### 4.1 Immediate Response

- Staff intervene immediately when unkind or bullying behaviour is observed
- The behaviour is addressed calmly and firmly: "We don't do that at Bijou because it hurts"
- The child who has been hurt is comforted and supported first
- The child displaying the behaviour is helped to understand the impact of their actions (age-appropriate)

### 4.2 If Behaviour Persists

- The key person monitors the situation and keeps a behaviour log
- Parents of both children are informed and involved in developing a positive plan
- Strategies are implemented consistently (e.g. increased adult support, social stories, positive reinforcement)
- External support may be sought (health visitor, Early Help, educational psychologist)

## 5. Staff Bullying

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Bullying of or by staff is not tolerated. Any such behaviour should be reported to the Nursery Manager or through our Whistleblowing Policy. Refer to our Staff Behaviour & Code of Conduct Policy.

## 6. Parent/Carer Bullying

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We also address bullying behaviour directed at children, staff or other parents by adults. This includes intimidation, threatening language or behaviour on the premises or online. Refer to our Social Media Policy and Concerns & Complaints Policy.

## 7. Record Keeping

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All incidents of bullying or persistent unkind behaviour are recorded and reviewed. Records inform our ongoing practice and prevention strategies.

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**Bijou Day Nursery & Crèche**

Responsible Individual: Samantha Rennison

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