The Meadows
Cheeky Chimps Childcare

Harassment and bullying policy

We will not permit any form of bullying in our setting whether this be to the child or adult. Being bullied can result in the victim having repercussions such as poor mental health, depression, low self-esteem, shyness, poor academic achievements, isolation and in extreme cases threatened or attempted suicide.

Examples of bullying are:

- **Physical:** Pushing, kicking hitting biting etc.
- **Verbal:** Name-calling, sarcasm, rumour spreading, teasing etc.
- **Emotional:** Excluding, ridicule, humiliation, torment etc.
- **Racist:** taunts, graffiti, and gestures etc.
- **Online bullying:** hateful/unkind messages, photos etc.

If a bully is left unchallenged, they will learn that they can get away with violence and aggression. A bully has a higher chance of acquiring criminal records in the future and not be able to have good relationships as an adult.

If your child is being bullied, we will:

- Work with parents/carers to ensure we provide the best support.
- Re-assure the child that this is not their fault.
- Provide appropriate comfort.
- Help them to feel valued by giving them lots of praise and encouragement.
- Work with you to help the child to develop techniques to deal with the bully—assertiveness, walking away and speaking to a staff member.

If your child is demonstrating any behaviours that we believe is bullying, we will:

- Re-assure your child that we will still care about them, but it is their behaviour that is not acceptable. We will work with them to help change this.
- Work with your child and parents to find ways to make amends for their actions.
- Develop a reward structure for good behaviour.
- Discuss the matter with you, not in front of your child, to see if there are any problems that may have triggered the bullying.

If you have any concerns regarding your child, please discuss them with a member of staff as soon as possible. It is much better to deal with these problems before they become a major issue.

Gemma Farrar 13.9.2026 Review 13.9.2027

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