



Bullying and Whistleblowing **(See also Behaviour Management Policy)**



Whilst bullying amongst children in the Early Years is rare due to their age and the level of supervision, should this occur, staff will take the issue seriously and will work with parents of both perpetrator and victim to deal with this.

The victim of bullying will be supported by their key person and other members of staff if appropriate.

The perpetrator will also be supported although sanctions will be applied in the short term as directed in the behaviour management policy.

We recognize that there may be times of the day when instances of bullying are more likely to occur, such as, outside play or in the toilet. All staff are made aware of our policy and the need for vigilance.

We will always help children who find it difficult to get on with others by showing them how to play and be friendly with other children.

Parents will be informed and the situation will be reviewed regularly. With parents' permission, help may be sought from outside agencies if the situation does not improve.

Whistleblowing

If a matter arises in the setting that an individual (this could be a member of staff, committee member or student) thinks that another member of staff has acted in a way that has been a breach of their professional conduct eg. If they act in an unacceptable manner towards an individual child, parent or member of staff, then is it that individual's duty to report the matter immediately to the manager on duty. If the complaint is about the manager on duty then the complaint should be brought to the nominated person – Mr Mike Carter – 01202 533537

Ofsted whistleblowing hotline - 0300 123 3155 (Monday to Friday from 8.00am to 6.00pm)

NSPCC whistle blowing number 0800 028 0285

Email at whistle.blowing@ofsted.gov.uk

The Orchard Nursery will follow Plymouth CAST's Whistle blowing policy and procedures

Signed on behalf of the nursery.....*Emma Middleton*.....Date:... August 2021