

Peer-on-peer abuse including bullying Policy

1. Aim

- 1.1 We are committed to providing an environment for children that is safe, welcoming and free from abuse.
- 1.2 Although unlikely, we recognise that abuse does happen from child to child.
- 1.3 We recognise that children who are perpetrators of abuse have often been the victims of abuse themselves and in all situations of peer-on-peer abuse, both parties must be offered necessary support.

(the persistent behaviour by any individual or group which intimidates/threatens or has a harmful

or distressing impact on another individual or group).

2. Definitions

- 2.1 Peer-on peer abuse is behaviour by an individual peer or group of peers, intending to physically, sexually or emotionally hurt others.
- 2.2 Peer on peer abuse can include: bullying (including online bullying), physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm, sexual violence and sexual harassment and sexting (also known as youth produced sexual imagery)
- 2.3 We recognise that legitimate play behaviour may at times include these facets, but when one or more parties becomes targeted on a recurrent basis the experience of those affected can be extremely negative.
- 2.4 In the rare cases where behaviour is defined as abuse and despite all efforts to prevent it, we will respond to all incidents thoroughly and sensitively.

3. Procedure



- 3.1 Staff will inform the DSL or Nursery Manager if they witness an incident of abuse or bullying and fill in a Safeguarding Concerns Form.
- 3.2 If a child or preschool assistant tells someone they are being bullied, they will be given the time to explain what has happened and reassured that they were right to tell.
- 3.3 If a parent/carer makes an allegation of peer-on-peer abuse or bullying the DSL or nursery manager will be notified immediately.
- 3.4 The DSL or nursery manager will speak to the key workers and parents of both children involved and to the children if appropriate.
- 3.5 If it is decided that peer-on-peer abuse or bullying has occurred then the perpetrator will be encouraged to discuss their behaviour and think through the consequences of their actions. Where appropriate, they will be encouraged to talk through the incident with the other person/people involved.
- 3.6 Any incidents between the two children/groups of children will be monitored using a Diary of Incidents
- 3.7 All children involved in any peer-on-peer abuse or bullying incident will be offered support. The manager may contact the MASH or Early Help Team for further support
- 3.8 Where abusive or bullying behaviour persists, the perpetrator's parents will receive a written warning and in the extremely unlikely instance that it continues further the perpetrator's parents will receive a final written warning that suspension or exclusion will occur from the nursery if the behaviour does not stop.

