

Anti-Bullying Policy (EYFS Updated - September 2025)

Policy Statement: At Butterflies Nursery we are dedicated to fostering a safe, supportive, and inclusive environment for all children in our care, consistent with the revised Early Years Foundation Stage (EYFS, September 2025). This policy highlights our approach to preventing bullying, addressing incidents effectively, and nurturing positive relationships and emotional resilience among children.

Definition of Bullying:

- Bullying is deliberate, hurtful behaviour repeatedly directed at an individual or group, involving an imbalance of power. It may manifest physically, verbally, emotionally, socially, or digitally (cyberbullying).

Zero Tolerance for Bullying:

- Bullying in any form is strictly prohibited and will not be tolerated among children, staff, parents, or visitors within our setting.

Creating a Positive Environment:

- We proactively encourage an inclusive and supportive environment, embedding principles of respect, empathy, kindness, and emotional intelligence as emphasised in EYFS 2025.
- Regular activities promoting cooperation, friendship, and mutual understanding will be integrated into our daily routines.

Staff Training:

- Staff members will receive ongoing training focused on identifying signs of bullying, understanding its impact, and applying effective intervention strategies as per EYFS 2025 guidelines.
- Training will include strategies to build children's resilience, self-esteem, and emotional intelligence to prevent bullying behaviours.

Promoting Positive Relationships:

- Activities, stories, and group discussions will regularly emphasise the importance of kindness, empathy, respect, and effective communication.
- Children will be supported and encouraged to openly discuss their feelings and experiences in a safe environment.

Reporting Bullying Incidents:

- Staff, children, parents, or visitors witnessing or experiencing bullying should immediately report incidents to the childminder or designated responsible staff member.
- All reports will be treated seriously and promptly.

Confidentiality:

- Confidential handling of reports will be maintained, with information shared strictly on a need-to-know basis in compliance with EYFS safeguarding guidelines.

Investigation and Response:

- All reported incidents will be thoroughly and sensitively investigated by the manager or designated person.
- Involved parties, including parents, will be consulted as part of a transparent and fair resolution process.

Support for Children:

- Emotional support and reassurance will be provided to children affected by bullying, emphasising restorative practices and emotional healing aligned with EYFS 2025 standards.
- Clear support strategies will be implemented for both victims and children exhibiting bullying behaviour to encourage positive changes.

Parental Involvement:

- Parents/guardians will be promptly informed of any bullying incidents involving their child and actively engaged in the resolution and follow-up process.
- Regular updates will be provided, ensuring parents remain informed about progress and outcomes.

Anti-Bullying Agreement:

- A clear anti-bullying commitment agreement involving staff, children, and parents will be established, emphasising collective responsibility and proactive engagement.

Review and Monitoring:

- This policy will undergo annual reviews or more frequently as required to align with legislative changes, EYFS updates, or feedback from stakeholders.
- Regular monitoring of the effectiveness of anti-bullying practices will inform continuous improvement efforts.

Alignment with EYFS 2025 Changes:

- This policy integrates EYFS 2025 revisions, emphasising children's emotional well-being, the development of positive relationships, proactive safeguarding, and promoting an inclusive, respectful community.

Signed: Chrissie Day

Date: 2nd July, 2025