



DANESMEAD, FULFORD CROSS, YORK YO10 4PB
TEL: (01904) 654983

EARLY YEARS DEPARTMENT BULLYING –PREVENTION POLICY
January 2016

KEEPING OUR CHILDREN HAPPY AND SAFE

Bullying of any nature is not acceptable at York Steiner School

Table of Contents

Our Approach.....	2
Definition.....	2
Procedures.....	3
Consequences.....	3
Approval & Review	3

Our Approach

In choosing Waldorf Education, a parent at York Steiner School is subscribing to a way of educating children that is markedly different from the prevailing orthodoxy.

As teachers we have always been committed to providing, without exception, a secure and safe environment, which will enable the children to grow naturally, at the predetermined stages. This is essential to their development, both as individuals and in the wider context of social integration and assimilation at all levels.

We take our responsibilities as guardians of the children's intellectual, physical, spiritual and social development seriously. We ensure that at all times any difficulties that may arise either individually or within the child's social environment, are dealt with immediately and with the utmost care. This includes behaviours which can be termed 'bullying'.

We want our children to grow naturally, feel secure, and approach themselves and each other confidently and without fear. We feel that we are laying the foundations for individuals to build upon, individuals capable of fulfilling their destinies; taking part and up holding social structure. Each child's development is closely monitored, reviewed and researched within the context specific to that child, and is considered deeply, with care and a desire to help the child overcome any difficulties he or she may have without fear and with the freedom for growth.

Definition

Bullying may be defined as any physical or verbal action which is:

- deliberately hurtful
- repeated over time
- and hard to defend oneself against.

Procedures

We will consider each alleged case of bullying individually, remaining sensitive to the fact that younger children may confuse fighting and one-off incidents with bullying.

We actively encourage parents or individuals who have issues to present these issues to their child's teacher, class representative or the school administrator.

When we have concerns, or an incident is reported to us, we will listen and gather evidence and observation to establish:

1. The nature of the incidents
2. The frequency of the incidents
3. The severity of the problem

We aim to do this within three working weeks.

We will then

4. Devise appropriate strategy through consultations with parents, teachers, assistants, school administrator and /or SENCO, which may include a home visit.
5. We will record the actions and outcomes, which will be kept centrally.
6. The parents involved will be kept informed of any decisions or changes both with regard to the behaviour in question and to any improvements or necessary consequences.

Where it is appropriate we will initially contact the parents within three working days, following this up within three working weeks with a report on further progress.

Consequences

With regards to the child experiencing consistent negative behaviour [victim] we would

- Ensure the child feels safe and secure in school
- Give physical and emotional support
- Encourage the child to relay feelings/reactions
- Carefully monitor and assess the child
- Maintain frequent communications with parents/guardians

With regards to the child who displays consistent negative behaviour [perpetrator]

- Ensure the child feels safe and secure in school
- Give physical and emotional support
- Ensure the child is given reinforcement of desired behaviour through imitation of loving gesture and repetition
- Ensure the child is kept close to a member of staff if appropriate
- Carefully monitor and assess the child
- Maintain frequent communication with parents/guardians

Approval & Review

This policy has been approved by the Board of Trustees on 3rd March 2016

Policy review date:

January 2017