Clybiau Llywodraethwyr a Chylch Chwarae
Gresffordd Gresford
Governors' Clubs and Playgroup

Behaviour & Anti-Bullying Policy

Equality Act Impact Assessment	YES	NO	Ionawr 2025
Last Review Date	May 2026		
Date to be reviewed	May 2027		
Date Adopted by Management Committee	10.06.2026		
Responsible Individual - Mr Richard Hatwood			
Chair of Management Committee – Mrs Jan MacDonald			

1. Purpose

The purpose of this policy is to promote positive behaviour among children at GGCP and ensure a safe, inclusive environment free from bullying and harmful behaviour. GGCP is committed to helping children

develop social skills, respect for others, and emotional resilience. This policy complies with all relevant UK legislation, including the Children Act 1989, the Equality Act 2010, and the All Wales Safeguarding Procedures.

2. Scope

This policy applies to all children attending GGCP, as well as all staff, trustees, and volunteers who work with or support children. It covers expectations for children's behaviour, procedures for addressing behavioural issues, and measures for preventing and responding to bullying.

3. Policy Statement

GGCP is committed to:
- Fostering a positive, respectful, and supportive environment where all children feel safe and valued.
- Encouraging children to understand and adhere to rules of respectful behaviour.
- Supporting children in developing the skills needed to manage their own behaviour and relationships.
- Taking immediate action to address bullying, including preventative measures and support for affected individuals.

4. Legislative Framework

This policy is designed to comply with relevant UK legislation and guidance, including:
- The Children Act 1989
- The Equality Act 2010
- United Nations Convention on the Rights of the Child (UNCRC)
- All Wales Safeguarding Procedures

5. Promoting Positive Behaviour

GGCP promotes positive behaviour by:
- Setting Clear Expectations. GGCP staff will set clear, age-appropriate expectations for children's behaviour, promoting respect, kindness, and cooperation.
- Role-Modelling. Staff and volunteers will model positive behaviour, demonstrating respect, patience, and empathy in interactions with children and adults.
- Positive Reinforcement. GGCP uses praise, encouragement, and rewards to reinforce positive behaviour, celebrating achievements and progress.
- Conflict Resolution Skills. Children will be encouraged to talk through conflicts and disagreements with support, helping them develop problem-solving skills and emotional intelligence.

6. Encouraging Self-Regulation

GGCP aims to support children in understanding and managing their own behaviour by:
- Helping children recognise their emotions and responses to situations.
- Teaching age-appropriate strategies for self-control, such as taking turns, listening, and sharing.
- Offering calm-down spaces where children can take a break if they are feeling overwhelmed or frustrated.

7. Anti-Bullying Approach

7.1 Definition of Bullying
Bullying is defined as repeated, intentional behaviour that causes physical, emotional, or psychological harm to another child. It may include:
- Physical. Hitting, pushing, or physically intimidating another child.
- Verbal. Name-calling, teasing, or making derogatory remarks.
- Social. Excluding someone from group activities, spreading rumours.
- Cyberbullying. Using digital means, such as social media or messaging, to harm or intimidate.

7.2 Commitment to Anti-Bullying
GGCP has a zero-tolerance approach to bullying and is committed to:
- Creating an environment where children understand the importance of respect and kindness toward others.

- Addressing any bullying behaviours promptly and effectively, providing support for both the child affected and the child exhibiting bullying behaviour.
- Educating children on the impact of bullying and promoting empathy, inclusion, and positive social interactions.

8. Procedures for Managing Challenging Behaviour

8.1 Responses to Challenging Behaviour
- Staff will approach challenging behaviour calmly, discussing the behaviour with the child in an age-appropriate manner.
- Staff will give the child a chance to explain their perspective, helping them understand the effects of their actions on others.
- Reasonable consequences, such as taking a short break from an activity, may be used to encourage reflection and promote accountability.
- Where appropriate, additional adult support may be provided as part of a graduated response to support pupils' behaviour.
- Should an incident/incidents which cause a significant and unmanageable risk within the setting occur, or where there are genuine concerns about being able to meet a child's needs due to presented behaviour/behaviours, the setting may withdraw the offer of a place to ensure the safety of all staff, children and the individual concerned.

8.2 Consistent Approach
- GGCP staff will maintain a consistent approach to managing behaviour, ensuring that all children understand the consequences of their actions.
- Staff will work collaboratively with parents and carers to support behaviour management at home, reinforcing positive behaviours.

9. Procedures for Managing Bullying

9.1 Reporting Bullying
- Children, parents, and carers are encouraged to report any bullying concerns to staff as soon as possible.
- Staff will take all reports of bullying seriously, documenting the details and speaking with all involved parties to gather information.

9.2 Investigating and Addressing Bullying
- The Designated Safeguarding Lead (DSL) or a designated staff member will investigate reports of bullying, ensuring a fair and impartial approach.
- Both the child affected and the child exhibiting bullying behaviour will receive support, with staff working to address the root causes of the behaviour and restore positive interactions.

9.3 Interventions for Bullying Behaviour
- GGCP will provide targeted support for children who display bullying behaviour, helping them understand the impact of their actions and develop empathy.
- GGCP may implement interventions such as individual counselling, behaviour support plans, or supervised group activities to promote positive social skills.

10. Support for Children Affected by Bullying

GGCP will provide a supportive environment for children who experience bullying by:
- Ensuring they feel safe, respected, and heard.
- Offering emotional support and encouraging them to discuss their feelings with a trusted adult.
- Developing strategies to help them build confidence, self-esteem, and resilience.

11. Partnership with Parents and Carers

GGCP believes in working closely with parents and carers to support positive behaviour and prevent bullying. Staff will:
- Inform parents and carers promptly if their child is involved in bullying, either as the affected individual or as the child displaying bullying behaviour.
- Collaborate with parents and carers to develop a consistent approach to behaviour management, reinforcing positive behaviour both at home and in GGCP.

12. Staff Training

- GGCP will provide all staff and volunteers with training on managing behaviour, conflict resolution, and recognising and addressing bullying.
- Staff will receive safeguarding training to ensure that they are aware of the signs of abuse, neglect, and bullying and know how to respond appropriately.

13. Record-Keeping

- GGCP will maintain records of behaviour-related incidents as appropriate, including reports of bullying and the actions taken.
- Records will be securely stored, and only authorised staff will have access to them, in compliance with data protection regulations.
- Records will be reviewed regularly to identify any patterns and make adjustments to policies or practices as needed.

14. Confidentiality

- All reports of challenging behaviour and bullying will be handled with confidentiality and sensitivity. Information will only be shared with individuals directly involved in managing the incident or providing support.
- GGCP will respect the privacy of children, parents, and carers, ensuring that personal details are protected in line with GGCP's Data Protection Policy.

15. Policy Review

This policy will be reviewed annually by the Board of Trustees or sooner if required to reflect changes in legislation or best practice. Updates will ensure GGCP's approach remains effective, inclusive, and aligned with current standards.

16. Compliance with Legislation

This policy complies with:
- The Children Act 1989
- The Equality Act 2010
- United Nations Convention on the Rights of the Child (UNCRC)
- All Wales Safeguarding Procedures

17. Contact Information

For further information or concerns related to behaviour or bullying, please contact:
- Designated Safeguarding Lead (DSL): Hayley McGrath, Carole Hogben, Tracy Rees or Rachel McLaren,
- Administration Officer: Lisa Halsall (01978 852342 or playgroup@allsaints-pri.wrexham.sch.uk)