

Femtinis Learning Hub

Behaviour & Anti-Bullying Policy

1. Our Approach

At Femtinis Learning Hub, we want children to feel **safe, respected, included and able to learn**.

We recognise that behaviour is communication and that children differ in their age, development, communication, emotional regulation and additional needs. We therefore do not expect every child to behave or regulate in exactly the same way.

At the same time, the safety, dignity and learning of other children matters.

Our approach is to **understand behaviour, support regulation, set clear boundaries and respond consistently when behaviour affects others**.

2. What We Expect

Children are supported to:

- treat others with respect;
- follow reasonable safety instructions;
- respect personal space, boundaries and belongings;
- use equipment and the Hub environment appropriately;
- allow others to participate and learn;
- seek help when something is wrong; and
- recognise and repair harm where appropriate.

Staff will model these expectations and respond to behaviour calmly, fairly and proportionately.

Corporal punishment, humiliation, intimidation, withholding food or drink, or any other degrading punishment will **never** be used.

3. Responding to Behaviour

When behaviour becomes disruptive, unsafe or harmful, staff will consider **what happened, why it may have happened and what support or boundary is needed next**.

Depending on the situation, staff may:

- remind or redirect the child;
- provide space or a regulation break;
- adapt an activity or environment;
- help children resolve conflict;
- reinforce a clear boundary;
- temporarily remove access to an activity or equipment;
- speak with the child and/or parent/carer;
- develop agreed strategies for repeated behaviour; or
- require early collection where behaviour cannot be safely managed.

Serious or persistent incidents will be recorded and may lead to a review of whether Femtos can continue to safely and appropriately meet the child's needs under our **Admissions & Participation Policy**.

4. Bullying

Bullying is not tolerated at Femtos.

Bullying is generally behaviour that is **repeated, intentional or targeted and causes physical or emotional harm**, often involving an imbalance of power.

It can include:

- hitting, pushing or other physical behaviour;
- threats or intimidation;
- repeated name-calling, ridicule or humiliation;
- deliberately excluding or isolating someone;
- damaging or taking belongings;
- spreading rumours;
- cyberbullying or harmful online behaviour; or
- targeting someone because of a personal characteristic, identity, disability or difference.

Not every disagreement, friendship difficulty, unkind comment or isolated incident is bullying. **That does not mean it will be ignored.** Harmful behaviour will still be addressed appropriately.

5. Responding to Bullying

Where bullying is reported or suspected, staff will:

- listen to the children involved;
- take the concern seriously;
- establish what has happened without making assumptions;
- take immediate steps to prevent further harm;
- support the child who has experienced the behaviour;
- address the behaviour with the child responsible;

- inform parents/carers where appropriate;
- record and monitor significant or repeated incidents; and
- consider whether further safeguarding action is required.

Children who display bullying behaviour will be held accountable while also being supported to understand **the impact of their behaviour, what contributed to it and how to change it**.

Persistent or serious bullying may result in restrictions, early collection, suspension or withdrawal of a place.

6. Communicating With Families & Confidentiality

When discussing an incident, Femtos will tell parents/carers what happened to **their child**, how staff responded and any relevant steps being taken.

We will not ordinarily disclose another child's diagnosis, neurodiversity, medical information, additional needs or other confidential personal information.

Where appropriate, we may explain that another child was struggling, overwhelmed or required additional support without disclosing private details.

Information about another child will only be shared where there is an appropriate lawful reason to do so, including where necessary for safeguarding.

7. Discrimination & Child-on-Child Abuse

Behaviour targeting someone because of their **race, nationality, religion or belief, sex, disability, sexual orientation or other protected characteristic** will be challenged.

Some behaviour between children may go beyond bullying and constitute a **safeguarding concern or child-on-child abuse**. This may include sexual harassment, harmful sexual behaviour, serious violence, coercion, intimidation or other abusive behaviour.

Such concerns will be managed under our **Safeguarding & Child Protection Policy**, rather than treated solely as a behaviour matter.

8. Physical Intervention

Physical intervention will only be used where it is **necessary, reasonable and proportionate to prevent immediate harm** to a child or another person.

It will never be used as punishment.

Significant incidents involving physical intervention will be recorded and parents/carers informed as appropriate.

9. Working Together

Where behaviour is persistent or indicates that a child is struggling, we will work with the child and their parent/carer to understand what may be contributing to it and identify reasonable strategies.

Additional needs, disability or difficulty with emotional regulation will be considered when responding to behaviour. However, **supporting one child's needs cannot mean accepting an ongoing unacceptable risk of harm or significant disruption to other children.**

Where appropriate, patterns of behaviour may also trigger a safeguarding concern.

Our aim is not simply to stop unwanted behaviour, but to help children develop the **understanding, regulation and skills to make better choices over time.**

Related Policies:

Safeguarding & Child Protection Policy

Admissions & Participation Policy

Health & Safety Policy

Terms & Conditions