



ANTI-BULLYING Policy

Our Nursery School believes that bullying is action taken by one or more children with the deliberate intention of hurting a child, either physically or emotionally

There is no legal definition of bullying. However, it's usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

It takes many forms and can include:

- physical assault
- teasing
- making threats
- name calling
- cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger)

Although most of the children in our care are very young and may not understand their actions, we do all we can to prevent it, by developing an ethos in which this type of behaviour is regarded as unacceptable.

We believe that every child has the right to expect an environment which is:

- Safe and caring
- Provides challenges but is non-threatening
- Encourages children to feel secure
- Values children's opinions
- Shows an awareness of children's individual needs and attempts to meet them
- Allows them to develop to their potential.

Boisterous Play

We recognise that boisterous play is distinct from inappropriate or aggressive behaviour.

Television or films, which include superheroes, often influence young children or weapon play and they will mimic this behaviour through their play. We endorse the following strategies to manage this kind of play:

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"Turncroft Nursery School, The Place for Learning and Laughter."

- Recognise that this is pro-social play rather than aggressive
- Set boundaries for the games to be set out in
- Use planning opportunities to discuss the concept of 'good' and 'bad'.
- Support the play to find alternative solutions to weapon play, exploring different scenarios.

Hurtful Behaviour

Very young children are 'egocentric' which means that they put their own feelings before others, and even the most considerate child will have the occasional outburst due to frustration, anger or over exuberance. We acknowledge that this is a developmental area that needs to be nurtured and supported and that very young children do not intentionally wish to cause hurt. If hurtful comments are made, our strategies are:

- To recognise that very young children are not always able to manage their own feelings and deliver them appropriately
- Assist in this management to support their biological and cognitive development.
- Offer support to both parties and to discuss the issues through play, story times and circle time activities.

If a bullying concern is raised by a child or parent, every effort will be made to establish the facts. Action will be taken to address the concerns, and to ensure that there is no reoccurrence. If a child is accused of bullying they also will be listened to in a suitable setting and efforts will be made to collect all the facts.

The Role of the Headteacher

- It is the responsibility of the Headteacher to implement our anti-bullying policy and to ensure that all staff are aware of the policy and know how to deal with incidents of reported bullying. The Headteacher will report to the Governing Body about the effectiveness of the policy as is required.
- The Headteacher ensures that all children begin to learn that bullying is wrong and that it is unacceptable behaviour in the nursery. The Headteacher draws the attention

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of everyone to this fact through staff meetings and monitoring that this is being implemented on a regular basis.

- The Headteacher ensures that all staff are in receipt of sufficient training to be equipped to deal with any incidents of bullying.
- The Headteacher sets the nursery climate of mutual support and praise for successes, so making bullying less likely. When people feel they are important and belong to a friendly and welcoming setting, bullying is less likely to occur.
- The Headteacher and all staff will not tolerate peer on peer abuse.

The Role of Staff

- Staff in the nursery take all forms of bullying seriously and intervene to prevent incidents from taking place. A record is kept of all incidents of bullying that happen in the nursery and these are shared with the Teacher/Headteacher.
- If staff witnesses an act of bullying they do all they can to support the person or persons who are being bullied. If a child is reportedly being bullied over a period of time, then, after consultation with the Headteacher, the key worker informs the child's parent.
- We will record all incidents of bullying that occur within the nursery. If bullying is sustained, our nursery will devise further strategies to help an individual to improve their behaviour.
- If practitioners become aware of any bullying taking place between members of a group, we deal with the situation immediately. This will involve supporting all parties to understand that this is not acceptable to be bullied, to be the recipient of bullying, and that our school will deal with the situation very seriously. If the patterns repeat then parents will be invited in to school to discuss the issues.
- We will refer to, and implement our Behaviour Policy at all times
- All staff will listen to and take seriously any reports from children and appropriate sanctions will be imposed to address peer on peer abuse.

The Role of Parents

- Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact a member of staff immediately.
- Parents have a responsibility to support our nursery's anti bullying policy and actively encourage their child to be a positive member of the nursery.
- Parents are expected to help develop their child's social skills at all times, in support of the nursery ethos.

Monitoring and Review

- The anti-bullying policy is our responsibility.
- This policy will be monitored regularly by the Headteacher
- Information will be analysed with regard to gender, age, ethnic background of all children involved in any bullying incidents.
- We will implement local and national policy as appropriate for children in the EYFS.

Policy written by: Mrs Elizabeth Shears - Headteacher

Date: October 2014

Reviewed: September 2022

For full Governing Body approval: November 2022

Review date: **September 2023**