

Growing Together Federation

Bowerdean Nursery School
Henry Allen Nursery School
Mapledean Nursery School

Name of Policy: **Anti-Bullying**

At the Nurseries within the Growing Together Federation, we aim to provide broad, balanced and equitable experiences for all children, parents/carers and staff regardless of their gender, creed, disability, ethnic origin, sexuality or political persuasion.

We are committed to:

- promoting a whole school anti-bullying culture that prevents bullying happening between children.
- making sure that bullying is stopped as soon as possible if it does happen and that those involved receive the support they need.
- providing information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.

What is bullying?

There is no legal definition of bullying. But it is usually defined as unwanted, aggressive behaviour that involves a real or perceived power imbalance which is intended to hurt someone either emotionally or physically. The behaviour is repeated, or has the potential to be repeated, over time. It is often aimed at certain people because of their race, religion, gender or sexual orientation or any other aspect such as appearance or disability.

Bullying can take many forms including:

- **Verbal bullying:** calling someone names and making unkind remarks such as, "You are not my friend."
- **Physical bullying:** hitting, pushing and punching someone.
- **Exclusion:** deliberately preventing participation, e.g. by saying "You can't play here."
- **Disapproval:** facial grimace, gestures such as thumbs down, e.g. when a child is asked to pair with another.
- **Intimidation:** staring at someone, invading the other's space in order to get one's own way.

It is the policy of our Federation to prevent all forms of bullying amongst children and make clear that bullying is an unacceptable form of behaviour. We believe that challenging bullying effectively will improve the safety and happiness of children, make them feel safe and raise their self-esteem. Moreover, each school in the Federation has an important role in enabling children to learn how to manage their emotions and develop successful relationships. We apply positive behaviour strategies through modelling and emotion coaching approach. Our aim in the Federation is to help children understand what constitutes appropriate behaviour and work towards self-regulation.

Helping young children to build good relationships and develop empathy through co-operation and collaboration modelled by adults in the Nursery will lead to an atmosphere of interdependence between children.

The Growing Together Federation will not condone or tolerate bullying in any form whether this is child to child, adult to adult, child to adult or adult to child.

In order to counteract bullying in all its forms, the nursery school seeks to:

- provide a caring supportive environment for all
- encourage good behaviour and respect for self and others
- promote self-discipline and regard for authority by teaching coping and tolerance skills
- value the contribution of all children and adults
- provide adult models of expected behaviour
- reward improvements in behaviour in a variety of ways including body language and praise
- moderate undesired behaviours by intervention and prevention to foster improvement in a positive and meaningful way
- maintain vigilance in minimising incidences of bullying by early identification and alleviation
- discuss behaviour issues whole team, whole school and with parents/carers
- promote self-esteem and a sense of their own worth

Child to Child Bullying or Inconsiderate Behaviour

When a child is perceived to be the victim of bullying, the following steps will be taken:

- staff will make themselves available to listen to the child;
- the victim will be protected from further recurrences. Staff will develop strategies to counteract the alleged perpetrator;
- the child will be reassured and supported;
- staff will respond non-aggressively to the alleged perpetrator and will provide positive models of behaviour;
- the long-term development needs of the alleged perpetrator will be assessed, leading to possible behaviour modification programmes and SEN support plans;
- the incident will be recorded in the behaviour incident / accident book.

We know that there are three and four year olds whose behaviour towards others goes beyond being inconsiderate and is hurtful to the extent that it gives much cause for concern. Such children are almost always vulnerable children and need our concern and support. This is especially important in the Early Years as help directed at this stage may help to alleviate the situation and so prevent children from developing the characteristic of bullies through the consistent habitualising of inconsiderate and hurtful behaviour.

Child to Adult Bullying

Staff will endeavour to ensure that:

- (if possible) the room is arranged in such a way as to lessen opportunities for bullying and aggression;
- they discuss the individual concerned at team and whole school levels and that resultant SEN support plans reflect positive behaviour management strategies using minimum force.

Adult to Adult Bullying

Adults who witness or become victims of bullying in any form may:

- seek the advice and support of their line manager or appraiser;
- raise the issue with the Headteacher;
- appeal to the Governing Body;
- expect that the issue will be dealt with fairly, promptly and without prejudice;
- seek the support of their Union or Professional Association.

Adult to Child Bullying

Bullying of children will not be tolerated. All staff have a collective responsibility to ensure that:

- all children are respected and valued;
- all behaviour management programmes reflect a positive approach;
- parents/carers are advised of behaviour programmes in force and given the opportunity to contribute to the management of their child's behaviour;
- parents/carers who are experiencing difficulties at home are given time to discuss these issues and decide on positive solutions;
- all programmes are updated, evaluated and reviewed regularly;
- where physical intervention is necessary to protect the child or others nearby, it is of the minimum level necessary to prevent escalation and avoid difficult or dangerous behaviour occurring.

Procedures for Tackling Bullying

The following procedures are laid out to ensure that any form of bullying is dealt with swiftly and effectively:

- Determine whether the incident can be termed as bullying.
- If it is, then support any child who has been affected.
- Ensure that the act is identified as wrong.

- Support the child who has perpetrated the incident ensuring that the issue itself is dealt with.
- Talk about the incident together.
- Liaise with parents as appropriate.
- Talk about the issue with all children (not identifying individuals), e.g. in group times using a child friendly medium, e.g. a story book, role play with puppets, etc.
- Follow the incident up with key-person who will monitor the situation.
- Use discretion in recording the incident, depending on its severity.
- Any concerns regarding children's behaviour will be aired formally in a staff meeting and informally on a daily basis.