

Davenport Lodge Nursery School



Anti-bullying Policy

This policy is reviewed on an annual basis

Annual Policy reviewed by **Susan Nalus**

Annual Review date: **June 2020**

Next date of Annual Review: **June 2021**

Signed: *Susan Nalus*

Signed:

This policy has been adopted by the governors, is addressed to all members of staff and volunteers, is available to parents on request. It applies wherever staff or volunteers are working with pupils, including when this involves being away from the school: for example, on an educational visit.

DAVENPORT LODGE NURSERY SCHOOL ANTI-BULLYING POLICY



Ethos

At Davenport Lodge Nursery School we aim to provide a supportive and structured environment in which babies and children, as they develop, are encouraged to recognise their individuality, efforts and achievements as happy and secure individuals in learning and social environments.

The policy reflects the Nursery School's ethos and the curriculum. Its emphasis is on helping children to take responsibility for their own behaviour and caring for others.

Davenport Lodge Nursery School seeks to have effective procedures for dealing with bullying and demonstrate that concerns raised by children or parents will be taken seriously.

Aims of curriculum based approaches to bullying

To raise awareness amongst pupils that we must respect all people no matter what their beliefs or persuasions are.

To raise awareness amongst pupils and parents about bullying behavior.

To raise awareness about the Nursery School's attitude to bullying behaviour via the anti-bullying policy.

To challenge attitudes about bullying type behaviours and help build an anti-bullying ethos in school.

To raise awareness that hurtful behaviour in young children can develop into bullying in older children and that psychological damage can even result in suicide.

Bullying is defined as behaviour which is: -

- Being deliberately hurtful to others.
- Repeated over time.
- Difficult for those being bullied to defend themselves against.
- This includes racist, cultural, sexist and homophobic bullying and cyber-bullying e.g. via mobile phones, text messaging, websites, photographs and email, or disability discrimination.

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

(Preventing and Tackling Bullying, Advice for Head Teachers, Staff and Governing Bodies, DfE, July 2017, p. 8)

Objectives

- To reassure children that we will listen to their concerns therefore they must tell an adult.
- To prevent bullying.
- To take action in the event of bullying.

Aims

- To foster a positive caring atmosphere.
- To ensure good supervision in all areas of the Nursery School at all times so far as is reasonably practical including off site visits and activities.
- To raise staff awareness by involving them in training.
- To talk openly about bullying with the children so that they can understand the feelings of someone who is being bullied and learn to deal with bullying.

Children are asked to

- Say "don't do that" if someone does something they don't like.
- Tell an adult i.e. a teacher, classroom assistant, helper, lunchtime supervisor or parent if someone's behaviour is hurtful to them.
- To step in to help children in distress or tell an adult (i.e. not to ignore it).

Parents are asked to

- Tell their child's teacher if their children are telling them about hurtful behaviour in school.

If children hurt other children the school

- Having ascertained the full facts, will record the incident and report to the Headmistress.
- Ensures that perpetrators make a meaningful apology. Help children to plan how they can put things right.
- Sanction them by taking them to the Headmistress or member of the Senior Management Team.
- Monitor the situation to prevent it happening again. Supervise areas where incidents could happen covertly.
- Train staff in anti-bullying strategies via in-service training such as teacher days/staff meetings & LA courses.
- Involve parents by :-
 - Sharing information in evaluating the problem.
 - Working together in positive behaviour programmes to support the child.

Strategies to prevent bullying include:-

- Exploration of feelings and emotions by teachers in lessons.
- Teaching pupils to challenge bullying.
- Interactive assemblies using discussion to illustrate and praise positive behaviour and condemn bullying with a reminder of the sanctions the school has in place for bullying.
- Classroom discussion and teaching.
- Circle time.
- Self assessment and goal setting.
- The Friendship Tree
- Golden Rules poster in the classes
- Sanctions for behavior are on every classroom wall. They are:
 - Reminder
 - Warning
 - Time out
 - See Mrs Nalus

Support for Victim and Bullying

- Pupils are encouraged to make a fresh start each day.
- 'Circle Time' raises the self esteem of teachers and pupils and consequently helps pupil understanding and tolerance of others and improves behaviour.
- Discussions in assemblies and in classes so that the children are clear about, and understand the rules.

Evaluation and Assessment

By the Headmistress, Senior Management Team, EYFS Coordinator and Room Leaders. To be read in conjunction with the Behaviour, PSHE & Citizenship policies. Source document: Preventing and Tackling bullying, Advice for head teachers, staff and Governing Bodies, DfE July 2017