



Anti-bullying Policy

Policy reviewed by Sam Edwards

Review date: June 2021

Submission: July 2021

Policy actioned from: September 2021

Next review date: July 2022

Reviewer's Signature: 

Headteacher's Signature: 

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.

The Minors Nursery School **Anti Bullying Policy**

Purpose of the policy

We want every member of The Minors Nursery School to feel valued and respected. Children learn positive, considerate behaviour when their personal, social and emotional needs are met and where there are clear and developmentally appropriate expectations and boundaries in place. During their time with us, we support children's personal, social and emotional development, enabling them to develop their understanding of the views, feelings, needs and rights of others.

For children under five, hurtful behaviour tends to be momentary and often without cognisance of the feelings of the person whom they have hurt, therefore 'bullying' at this stage is highly unlikely to occur. Nonetheless, The Minors Nursery School seeks to have effective procedures for dealing with bullying and demonstrate that concerns raised by children or parents will be taken seriously.

This policy should be read in conjunction with our Behaviour, Discipline and Exclusion Policy (Positive Behaviour Policy).

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 always tell an adult if someone does something that they do not like or which hurts them.
- To prevent bullying.
- To take appropriate action in the event of bullying, supporting all relevant parties in a developmentally appropriate way, informed by correct early years practice.

Aims

- To foster a positive caring atmosphere.
- To ensure a high level of staff awareness by involving them in training.

- To talk openly about behavior with the children so that they can understand how their behavior impacts upon those around them.

Children are asked to

- Say "stop it, I don't like it" if someone does something they don't like.
- Tell an adult 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 Nursery School.

If children hurt other children the school

- Having ascertained the full facts, staff will record the incident and report to the Headteacher.
- Inform the parents of every child involved in the incident.
- Staff will speak to the child who did the hurting and help them to understand the impact of their behavior, and the reasoning behind why the behavior isn't acceptable. They will help them to take measures to put things right.
- Staff will try to ascertain any triggers or precursors to the hurting behavior so that these can be avoided where possible, and the child can be supported to make better choices in scenarios they find difficult.
- Staff will teach and model the way the child should behave so that, if a similar circumstance arises again, the child is aware of more appropriate responses
- Monitor the situation carefully to prevent it happening again.
- 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.