



Anti Bullying Policy

Statement

This policy sets out the nurseries position in relation to child bullying. When children are bullied they may lack the understanding of what is happening, therefore it is important that employees are aware of the types of bullying that may occur in the nursery. Bullying causes hurt to people and makes them worried, scared and upset.

Examples of bullying

- Physical – pushing, kicking, hitting, pinching, scrambling, biting
- Verbal – name calling, sarcasm, persisting teasing
- Racist – racial taunts or gestures
- Social – unwanted physical contact or abusive comments
- Homophobic – any hostile or offensive action against lesbians, gay males, transgender, non-binary persons etc.

This policy is designed to support the nursery Behaviour Policy and Equal Opportunities Policy.

Aims and objectives:

- Bullying is wrong and is damaging to individual people. Once Upon A Time Nursery proactively implements policies and procedures to prevent this, by developing a nursery in which bullying is regarded as unacceptable.
- We aim to deliver a safe and secure environment where all children can play and learn without fear or anxiety.
- This policy aims to produce a consistent response to any bullying incidents that may occur.
- We aim to make all those connected with the nursery aware of our position of bullying.
- We do not tolerate any kind of bullying as stated above and support all parties involved to gain a full understanding of our ethos.



Methods of addressing bullying

While our approach is that bullying cannot be tolerated, it is important that the issue is addressed with all children and parents concerned. The staff will act in a sensitive and appropriate manner.

'Telling' Policy

We will encourage children to tell staff if they are being bullied and if the bullying target is too afraid to tell someone of the bullying, other children will be encouraged to speak up on their behalf. All children will be encouraged to talk to staff about issues without feeling as if they are 'telling tales'.

Find out how the child is feeling

It is important for staff to find out how the child is feeling. This will be done in a very low-key manner and will enable staff to provide feedback on the situation to the parents/carers.

Discuss as a group

In any case we will use storytelling and play to demonstrate to children that bullying is wrong and to encourage positive behaviour in children.

Rough and Tumble Play

Once Upon A Time Nursery has acknowledged and highlighted the need to recognize rough and tumble play as distinct from inappropriate or aggressive behaviour. Films which include superheroes often influence young children and they will mimic this behaviour through play. We endorse the following strategies to manage this kind of play:

- Recognise this is pro-social play rather than aggressive
- Set boundaries for the games to be played safely
- Support the play to find alternative solutions to weapon play, exploring distraction techniques while still respecting their imaginations in play



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 development area that needs to be nurtured and supported and that very young children do not intentionally wish to cause hurt. We endorse the following strategies if hurtful comments are made:

- 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 cognitive development
- Offer support to both parties to discuss the issues through play, stories and small group times

Anti-Bullying Procedures

The role of the manager:

- It is the responsibility of the manager to implement the nursery anti-bullying strategy and to ensure all staff/students are aware of the policy and know how to deal with incidents of bullying
- The manager ensures that all children begin to learn that bullying is wrong and that it is unacceptable behaviour in the nursery. The manager draws the attention of everyone to this fact and monitors that it is being implemented on a regular basis
- The manager ensures that all staff can complete training on Positive Behaviour to be equipped to deal with any incidents of bullying in a calm and consistent manner

The role of the 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 parents/carers of the child who has been bullied and the child who has carried out the bullying
- These records are kept in the accident/incident file

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- If bullying persists over a period, a meeting may be held with the manager, parent/carer of the child carrying out the bullying and the child's key worker to discuss and plan a way forward to support the child through this difficult time

The role of the parents/carers:

- 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 the nursery manager immediately
- Parents/carers have a responsibility to support the nursery's anti-bullying policy and actively encourage their child to be a positive member of the nursery
- Parents/carers are always expected to help develop their child's social skills, in support of the nursery ethos