



Bolton School Nursery

Anti Bullying Policy (for Staff and Parents)

Introduction and Aims:

As stated in our Behaviour Management Policy, our nursery believes that children flourish best when they know how they are expected to behave. By positively promoting good behaviour and by valuing co-operation and a caring attitude, we hope to ensure that children will develop as responsible members of society. We encourage and praise positive, caring and polite behaviour at all times in order to create an environment where children learn to respect themselves, other people and their surroundings. In particular, we aim:

- To create a climate of mutual respect and trust in which bullying is seen as unacceptable behaviour and in which bullying can be discussed openly with all nursery staff and parents;
- To be alert to bullying incidents and to take prompt and consistent action;
- To support and help both victims and bullies.

How do we define bullying?

Bullying is defined as behaviour which occurs repeatedly over time and which intentionally hurts another or a group of people physically or emotionally, for example by making them feel uncomfortable or threatened. It may be motivated by prejudice against a particular group (for example on grounds of race, religion, culture, sex, gender, homophobia, special educational needs and disability, or because a child is adopted or is a carer). It may occur directly or (generally with older children and adults) through cyber technology. It may well have a serious impact, physically and/ or emotionally.

What we do to prevent bullying:

In order to prevent bullying in the Nursery, we adopt the following procedures:

- Promote caring, co-operative behaviour, through daily routines and activities, circle time, group discussions and all activities that promote the ELG's;
- Ensure that all children feel safe, happy and secure;
- Observe the children closely at all times, including when they are playing;
- Recognise that active physical aggression in the early years is part of the child's development but ensure that it is channelled in a positive way;
- Help children to understand that using aggression to get things is inappropriate and encourage them to resolve problems in other ways;
- Encourage children to recognise that bullying, fighting, hurtful and discriminatory comments or exclusion of others are not acceptable forms of behaviour;
- Help children to recognise that certain actions are right and that others are wrong;
- Intervene to initiate games and activities with children, when we feel play has become aggressive, both indoors or outside;
- Train staff in order to raise their awareness of bullying and of the Nursery's Anti Bullying Policy;
- If we observe an incident of inappropriate behaviour, follow the Behaviour Management Policy and report it to the manager;

- Discuss and record isolated incidents so that patterns can be spotted;
- Involve parents in any discussion about potential bullying behaviour;

What we do if we believe that bullying is taking place:

If we believe that inappropriate behaviour amounts to bullying, we will:

- adopt a policy of immediate intervention when we think a child is being bullied, however mild or “harmless” it may seem;
- talk to all children involved (both victims and bullies) about their behaviour and about ways of interacting more positively together;
- acknowledge children's feelings and help them understand how others might be feeling;
- adopt appropriate strategies from the Behaviour Management Policy- this includes asking children to apologise if they have behaved inappropriately to another in some circumstances. The child who has been upset will be comforted and the adult will confirm that the other child's behaviour is not acceptable.
- Contact the parents of all the children involved in any instance of bullying so that it can be discussed fully with the parents to look for a consistent resolution to the behaviour.

If any parent has a concern about their child, a member of staff is always available to discuss those concerns. It is only by co-operation that we can ensure our children feel confident and secure in their environment, both at home and in the nursery.

This policy should be read in conjunction with our Equal Opportunities' Policy and our Behaviour Management Policy