



Anti Bullying Policy

Safeguarding Statement

At Garretts Green Nursery School we respect and value all children and are committed to providing a caring, friendly and safe environment for all our pupils so they can learn, in a relaxed and secure atmosphere. We believe every pupil should be able to participate in all school activities in an enjoyable and safe environment and be protected from harm. This is the responsibility of every adult employed by, or invited to deliver services at Garretts Green Nursery School. We recognise our responsibility to safeguard all who access school and promote the welfare of all our pupils by protecting them from physical, sexual and emotional abuse, neglect and bullying.

Rationale

At Garretts Green Nursery School we aim to establish an ethos of mutual respect and care and an atmosphere that is secure and reassuring, continuing to foster the warmth and trust of home. We seek to encourage and develop positive attitudes, respect for each other and for each other's ideas, taking turns and sharing, where each child and adult can be accepted as an individual with different needs, skills and interests.

We therefore respond to any issue of bullying, viewing it very seriously whether amongst children or adults, and have procedures that will be adhered to should there be any evidence within the nursery.

We also acknowledge that the word *bullying* is not a concept that children of this age fully understand and the majority of issues of inappropriate behaviour are isolated incidents which will be dealt with using our positive Behaviour Policy.

Aims and Objectives of this Policy

Our over-riding aim is to ensure the emotional and physical security and comfort of everyone accessing our Nursery School.

- To ensure that all governors, teaching and non-teaching staff, and parents/carers are aware of the school's policy on bullying.
- To ensure that, in the event of bullying being reported, all stakeholders know the procedures to be followed.
- To ensure a shared view of what constitutes bullying
- To ensure that our ethos of mutual respect is maintained and that bullying or any isolated incident of inappropriate behaviour towards others is seen as unacceptable.

As a school we take bullying seriously. We do not tolerate any kind of bullying, as stated above, on any grounds whatsoever, and we strive to support all parties involved to gain a full understanding of our positive and respectful ethos.

What is bullying?

There are many definitions of bullying but there is general agreement about the essential components of the definition.

The definition of bullying behaviour includes the following elements:

- Not a one off event, but usually sustained, persistent over time.
- Not accidental.
- Not 'a bit of fun', nor just playful.
- Bullying is deliberate, an intention or desire to inflict hurt, distress, or humiliation, to intimidate, to threaten or frighten someone.
- Often cumulative and building up over time.
- Bullying is an abuse of power.

Bullying may take place between children, adults and children, and between adults.

Isolated incidents, whilst always taken seriously, are dealt with as they occur but do not fall within the definition of bullying.

There are three main types of bullying:

- *Physical:*
 - this includes hitting, kicking and all forms of physical violence or abuse,
 - taking belongings, damaging belongings,
 - extortion
- *Verbal/mental*
 - this includes nastiness, unpleasant teasing, name calling, making offensive remarks,
 - threats, face to face or by text, phone, email, instant messaging, internet chat rooms, social media or websites
- *Indirect/mental*
 - this includes spreading nasty stories/rumours,
 - social exclusion, 'the look', whispering behind the hand, scorn and derision, increasingly through electronic means - cyber-bullying.

There is a duty to be especially alert to bullying which is related to disability, race, faith-based and/or homophobic in nature and any physical assaults which are always reported to the Local Authority

Prevention

At Garrets Green Nursery School our primary aim to prevent bullying by maintaining a focus on the promotion of positive behaviour for both children and adults:

- In class, we agree our rules with the children, discuss our rules regularly and they are displayed around the nursery.
- Our Behaviour Policy is discussed with parents at the induction meeting.
- Our Behaviour Policy is sent to all parents who are asked to complete a response/agreement slip.
- Our Anti-bullying Policy is shared with all stakeholders including parents and the Governing body
- Occasionally, or if a situation arises where it is required, we will reissue the policy and involve parents further.
- We always aim to manage incidents effectively, encouraging parents to allow us to deal with incidents in school, rather than parents contacting each other outside school.

Our curriculum also promotes positive relationships, care for ourselves and each other and frequent attention to rules for positive behaviour. In addition, our curriculum explores feelings and how we react to a variety of situations, encouraging children to think carefully about their behaviours.

Procedures

All Nursery School staff take reports of bullying or of incidents of unkind behaviour very seriously, responding calmly and taking action as quickly as possible to establish exactly what has happened by listening to, and talking with, those involved, including witnesses.

In very young children, incidents of bullying are rare but there may be isolated incidents of unkind behaviour which must be addressed to ensure that bullying is avoided.

However, where issues arise staff may use some or all of the following strategies to manage the situation:

- Comfort, support and reassure the victim
- Encourage empathy with the victim from the child who has bullied
- Make it clear to the child that such behaviour is inappropriate and hurtful
- Encourage and support the child who has bullied to amend their behaviour using our positive Behaviour Policy
- Inform children's Key Workers of the incident
- Involve parents/carers of both children
- Record specific, dated incidents in the Incident Book
- Share concerns immediately with the member of staff responsible for the children at that time
- Share concerns with whole staff at the end of session
- Liaise with lunchtime supervisors, to ensure that they monitor the situation more closely
- Lunchtime supervisors to liaise with Key Workers regarding any lunchtime issues
- If appropriate, the Head Teacher will make appointments to speak to both sets of parents
- The Head Teacher may write to parents concerned to explain action taken by the school
- In the case of an adult reporting bullying in relation to another adult it would be dealt with through the Staff Disciplinary Procedure or in the case of a parent/carer through negotiation or through the complaints procedure.
- Any member of staff experiencing bullying must be supported to report the incident(s) and to follow required procedures for managing the situation.

Special Educational Needs

Our school has a large proportion of children in each cohort who have additional, often complex learning needs which may have an adverse effect on behaviour and on their understanding of appropriate behaviour and their own management of their behaviour.

For these children, the basic principle of mutual respect is sometimes more difficult to ensure. The nature of individual needs may mean that behaviour towards each other may not always be positive. At times, a child may persistently attempt to show inappropriate behaviour towards another child. It is important to identify the reasons which trigger such behaviours as there is a possibility that a child may be persistently performing an action or making a noise which can cause actual physical discomfort to another child (as in high pitched screaming, for example) and different strategies for the management of bullying should then be fostered. This is likely to take the form of individualised planning and some very specific behaviour management strategies which will be discussed with each parent as the situation demands.

As stated, our ultimate aim is to avoid all incidents of bullying, to maintain an ethos of mutual respect between all those involved with Nursery life. Should rare incidents of bullying be identified, however, the above procedures must be followed to a satisfactory conclusion for all parties.