



## **ANTI-BULLYING POLICY**

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*The Nursery supports a zero tolerance towards bullying. In developing this policy, the Nursery has made reference to the Department for Education's advice 'Preventing and Tackling Bullying' (July 2017). This document is available in written format upon request and a copy can also be located on the Nursery's website.*

### **CONTENTS**

1. Aims and objectives
2. Definition of bullying
3. Types of bullying
4. Cyber-bullying – preventative measures
5. Protected Characteristics based Bullying – preventative measures
6. Signs of bullying
7. The impact of bullying
8. Preventative measures – Anti-Bullying
9. Staff training
10. Procedures for dealing with reported bullying

### **1 AIMS AND OBJECTIVES**

The Nursery community ethos is based upon respect, good manners and fair play. The Nursery is committed to providing a safe and caring environment that is free from disruption, violence and any form of harassment so that every pupil can develop his/her full potential. The Nursery expects its pupils to treat members of staff and fellow pupils with courtesy and co-operation so that everyone can learn in a relaxed yet orderly atmosphere. All pupils should care for and support each other.

The Nursery prides itself on its respect and mutual tolerance. Parents/guardians have an important role to play in supporting the Nursery to maintain high standards of behaviour. It is essential that Nursery and home have consistent expectations of behaviour and that they cooperate closely together. Acceptance of this policy forms part of the Nursery's standard terms and conditions.

Bullying, harassment, victimisation and discrimination will not be tolerated. The Nursery takes any bullying, both physical and emotional (which may cause psychological damage) very seriously, including any bullying on the basis of protected characteristics. The Nursery treats all pupils and their parents fairly and with consideration and we expect them to reciprocate towards each other, the staff and the Nursery. Any kind of bullying is unacceptable.

### **2 DEFINITION OF BULLYING**

Bullying is defined as the intentional hurting of another pupil or group, physically or emotionally, over a period of time. This can often be motivated by prejudice against particular groups, for example, on the grounds of race, religion or belief, age, culture, sexual orientation, sex, gender, gender reassignment, homophobia, special educational needs and disability, or because a child is adopted or is a carer. It may be motivated by actual differences between children or perceived differences. It may also occur through cyber-technology (social websites, mobile phones, text messages, photographs and email).



## **ANTI-BULLYING POLICY**

---

Bullying may involve actions or comments that are cultural, religious, racial, sexist or homophobic or which focus on disabilities or other physical attributes (such as hair colour or body shape). Bullying can happen anywhere and at any time. It conflicts sharply with the Nursery's social and moral principles.

### **3 TYPES OF BULLYING**

#### **Verbal**

This can include name-calling, teasing, use of sarcasm and spreading rumours.

#### **Physical**

This can include pushing, kicking, hitting, punching, fighting and any violence.

#### **Relational**

This can include emotional bullying such as being unfriendly, deliberately excluding a child from a friendship group, tormenting, threatening, making racial taunts, gestures, initiating and other ceremonies.

#### **Cyber-bullying**

This is defined as: 'the use of information and communication technologies such as e-mail, mobile phone, pager, text messages, instant messaging, defamatory personal websites and defamatory online personal polling websites, to support deliberate, repeated and hostile behaviour by an individual or group, that is intended to harm others.' Cyber-bullying can involve social networking sites such as Facebook, Twitter, Spotify, Music.ly, Instagram, Snapchat, WhatsApp, emails and mobile phones, SMS messages and cameras.

#### **Protected Characteristics based Bullying**

The Nursery takes this type of bullying, along with other biases, particularly seriously and can often motivated by prejudice against particular groups, for example on grounds of age, race, religion or belief, gender, gender reassignment, sexual orientation, pregnancy and maternity, marriage and civil partnership, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

### **4 CYBER-BULLYING – PREVENTATIVE MEASURES**

With increasing availability to children of electronic devices that give unrestricted access to the Internet, children do not have access to the Internet whilst at the Nursery.

The Nursery refers to DfE guidance on cyber-bullying:

- [www.digizen.org/cyberbullying](http://www.digizen.org/cyberbullying)
- [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)
- Childline run by the NSPCC.
- [Child Exploitation and Online Protection Centre \(CEOPs\) www.ceop.police.uk](http://www.ceop.police.uk)

Children's use of mobile phones or other electronic devices are not permitted in Nursery.

*Please refer to separate documents: Policy for Online Safety and Acceptable Use Policy*



## **ANTI-BULLYING POLICY**

---

### **5 PROTECTED CHARACTERISTICS BASED BULLYING – PREVENTATIVE MEASURES**

The Nursery has created an ethos of good behaviour where pupils treat one and another and staff with respect because they know this is the right way to behave. Nursery will be proactively involved in talking to the children about issues of difference, perhaps in lessons, through dedicated events or projects, or through assemblies. Staff themselves will be able to determine what will work best for their children, depending on the particular issues they need to address, and therefore will:

- Openly discuss differences between people that could motivate bullying, such as religion or belief, age, ethnicity, disability, gender, gender reassignment, sexuality or appearance related difference, pregnancy and maternity, marriage and civil partnership. Also, children with different family situations, such as looked after children or those with caring responsibilities. Nursery will also teach children that using any prejudice-based language is unacceptable.
- Will provide effective staff training to make sure staff understands legal responsibilities regarding bullying, how to resolve problems, and where to seek support including those with special educational needs and/or disability (SEND) and lesbian, gay, bisexual and transgender (LGBTQ) pupils.

### **6 SIGNS OF BULLYING**

The Nursery is alert to any possible signs of bullying by monitoring any changes in behaviour that may indicate that a child is being bullied including:

- Unwillingness to attend Nursery.
- Displays of excessive anxiety.
- Becoming withdrawn or unusually quiet.
- Failure to produce work, or producing unusually bad work, or work that appears to have been copied, interfered with or spoilt by others.
- Books, bags and other belongings suddenly go missing, or are damaged.
- Changes to established habits (for example, giving up music lessons, changes to accent or vocabulary).
- Diminished levels of self-confidence.
- Frequent complaints of illnesses such as stomach pains and headaches.
- Unexplained cuts and bruises.
- Frequent absence, erratic attendance, late arrival to class.
- Choosing the company of adults.
- Displaying repressed body language and poor eye contact.
- Difficulty in sleeping.
- Experiencing nightmares.
- A desire to move places in class.
- Talking of suicide or running away.

Although there may be other causes for some of the above symptoms, a repetition of, or a combination of these possible signs of bullying should be investigated by parents and teachers.



## **ANTI-BULLYING POLICY**

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### **7 THE IMPACT OF BULLYING**

Bullying can affect everyone, including those who are bullied, those who bully others and those who witness bullying. Bullying is linked to many negative outcomes including mental health issues, substance abuse, long-term psychological damage and suicide.

Children who are bullied can experience negative physical, Nursery and mental health issues, experience anxiety, depression and changes to sleep patterns and loss of activities they used to enjoy, decreased academic achievement and problems of attendance and behaviour at Nursery. These issues may persist into adulthood. Children who bully others can also engage in other risky and violent behaviours and these can persist into adulthood. Bystanders who witness bullying can also experience problems, such as mental health issues, depression, problems with attendance at Nursery and anxiety.

### **8 PREVENTATIVE MEASURES – ANTI-BULLYING**

The Nursery takes the following preventative measures:

- The Nursery uses appropriate assemblies to explain the Nursery policy on bullying.
- Lessons reinforce moral and spiritual values that show bullying to be unacceptable and by developing social skills.
- British Values are referenced on all lesson plans and included as fundamental in all teaching and learning.
- There is a strong team of staff who support Nursery Manager and are trained in handling any incidents as an immediate priority and are alert to possible signs of bullying.
- Nursery Manager will give support and guidance to other staff on handling and reporting incidents and on the follow-up work with both victims and bullies.
- Staff are always on duty at times when pupils are not in class. They are trained to be alert to inappropriate language or behaviour.
- The Nursery welcomes feedback from parents and guardians on the effectiveness of our preventative measures.
- A copy of this policy is available on the Nursery's website as means to communicate to parents, the Nursery's approach to anti-bullying. By understanding the preventative measures employed in the Nursery, parents are encouraged to discuss and reinforce the principles of anti-bullying with their child and what to do if the child may be a bystander to bullying activities.

### **9 STAFF TRAINING**

As part of our induction training, new staff are asked to familiarise themselves with our Anti-Bullying Policy and are asked to remain vigilant at all times.

Staff are provided with training on recognising possible signs of bullying, their responsibilities and the procedures to follow where they identify that bullying may be occurring or where bullying is reported to them.

During visits to the Nursery, the Chair of Governors is encouraged to discuss/raise awareness with staff, children and parents on any aspect of anti-bullying.



## **ANTI-BULLYING POLICY**

---

### **10 PROCEDURES FOR DEALING WITH REPORTED BULLYING**

All children are encouraged to tell any member of staff at once if they know that bullying is taking place either inside or outside Nursery and this includes cyber-bullying.

If an incident of bullying is reported, the following procedures are followed:

- The member of staff to whom the bullying was reported or who first discovers the situation will inform Nursery Manager as soon as possible.
- Any reported bullying incidents are recorded in the Nursery's Incidents book. Where behaviour may be repeated over time the Nursery will monitor reported incidents to identify any patterns of bullying that may be emerging. This will assist the Nursery to ensure the single incident does not become the first of a series.
- As a matter of good practice, the Nursery will distinguish in the records any incidents of bullying which are based on protected characteristics and any other prejudices. This will enable the Nursery to monitor the success rate in meeting other standards such as instilling values of tolerance and respect and actively promoting the well-being of pupils.
- The 'victim' will be interviewed on their own, separately from the perpetrator and an account of events will be noted. The child will be offered support to develop a strategy to help him or herself.
- The alleged 'bully', together with all others who were involved, will be interviewed individually and an account of events will be noted. They will be advised about why their behaviour was inappropriate and caused distress. They will be offered guidance on modifying their behaviour and appropriate disciplinary sanctions will be applied, according to the seriousness of the incident.
- The incident report should be recorded in the Incidents book.
- All room leaders will be informed.
- The parents/guardians of all parties will be informed and invited into Nursery to discuss the matter. Their support will be sought for Nursery actions taken to remedy the situation.
- The Nursery recognises that suitable support is needed both for children who are being bullied and for children who bully others, as well as dealing with appropriate disciplinary measures.

*Please refer to the separate document: Behaviour, Sanctions and Rewards Policy.*

- The Nursery will record bullying events on the Incidents book. Incidents book will be monitored and reviewed regularly to enable patterns to be identified and to evaluate the effectiveness of the Nursery's approach.
- A serious bullying incident will be treated as a safeguarding concern when there is reasonable cause to believe that a child is suffering or is likely to suffer significant harm.
- In serious cases and only after the Nursery Manager and the DSL have been involved, it may be necessary to make a report to the Police or to the social services. However, it is the Nursery's policy to attempt to resolve such issues internally under the Nursery's own disciplinary procedures, unless the matter is of such gravity that a criminal prosecution is likely.
- Persistent bullying may ultimately involve exclusion or expulsion.

**The Anti-Bullying Policy has been reviewed in September 2024 and will be reviewed in or before August 2025.**