



Abbey Wood Grange Day Nursery

Anti-Bullying Policy

At Abbey Wood Grange we will not tolerate any form of bullying, i.e. any persistent negative behaviour towards another child. We are aware that boundaries need to be set.

Continually sharing information with parents is important when identifying any areas where the child needs a positive role model and helping the child to develop good social skills, turn taking, equality by engaging in activities that promote these areas of learning, i.e. Room Leader, Home Corner and Role Play.

Continuity and consistency is vital to building positive behaviour patterns.

Staff recognise that on occasion children may be the victim or perpetrator of bullying. Staff should ensure that comfort is provided to the victim of bullying. The child's parents should be informed and offered support, ensuring anonymity of children involved.

Staff should sensitively manage a child who is bullying and acknowledge the child's stage of development/ understanding whilst ensuring the inappropriateness of the behaviour/actions are made clear. Staff should inform parents, maintaining confidentiality and offering support.

Abbey Wood Grange is actively working with the Early Years Behaviour Support Team, who offers practical ideas and strategies about behaviour.

POLICY FOR DEALING WITH BULLYING

Definition

Bullying can be described as being 'a deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully. Bullying can range from ostracising, name-calling, teasing, threats and extortion, through to physical intimidation, assault on persons and/or their property. It can be an unresolved single frightening incident that casts a shadow over a child's life, or a series of such incidents.'

Staff, parents and children at Abbey Wood Grange work together to create a happy, caring and safe learning environment. Bullying, whether verbal, physical or indirect, is not tolerated. It is everyone's responsibility to try to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

Research has shown, repeatedly, that the extent of bullying is greatly underestimated.

Bullying may be brought to the attention of any member of staff by the victim(s), their friend(s), their parent(s) or other interested people.

Aims

- To provide a safe, caring environment for the whole Nursery, especially the children in our care.
- To tell the children that bullying is unacceptable and that reports of bullying will be taken seriously, recorded and acted upon.
- To reassure children that they will be listened to and will know that it is all right to tell.
- To heed parents and keep them informed of actions taken in response to a complaint.
- A full investigation will follow any report of bullying with detailed records kept of incidents, reports and complaints.
- To take appropriate action, including exclusion in cases of severe bullying.
- To monitor incidents of bullying during the year by the Manager.

Strategy for Dealing with Bullying

In dealing with bullying, staff will follow these fundamental guidelines.

- Never ignore suspected bullying.
- do not make premature assumptions.
- Listen carefully to all accounts – several pupils with the same version does not mean they are telling the truth.
- Adopt a problem-solving approach that moves pupils forward from self-justification.
- Follow up proven cases to check bullying has not returned.
- Keep detailed records.

In response to a complaint of bullying, the manager will make a full investigation, keeping detailed records and applying sanctions as necessary.

Deterrents for the bully include:

- Withdrawal from favored activities, for example nursery visit
- Provide a Support Programme for the victim with a mentor monitoring and observing at break times and lunchtimes, and through discussion to make sure there is no repetition.
- Provide a Support Programme for the bully. This will include a Behaviour Support Programme and opportunities in circle time or groups for the child/ren to discuss relationships, feelings and the effect bullying can have on individuals. A mentor person will support the child during this programme.

In order to reduce incidents of bullying and recognise bullies, at the nursery, all staff watch for early signs of distress in pupils. We listen, believe, act.

Racial Bullying/Harassment

Racial bullying will not be tolerated in nursery and will be treated severely. A full investigation will be carried out, recording incidents in a separate incident book. The nursery has a duty to develop children's understanding of ethnic diversity issues.

The nursery guarantees confidentiality and support for those being bullied. Racial incidents are reported to the Directors as required.

Special Education Needs or Disabilities

Pupils with special educational needs or disabilities might not be able to articulate experiences as fluently as other children. However, they are often at greater risk of being bullied, both directly and indirectly, and usually about their specific disability.

The nursery makes sure the behaviour of staff does not trigger bullying unintentionally. They should avoid undue attention towards SEN children compared with others, and should not make comments based on pupils' appearance or perceived character e.g. boys playing football poorly should not be told they play like girls.

High attainers, gifted or talented pupils can also be affected by bullying. Staff should treat this as seriously as any other type of bullying.

Internal use only

Last updated/reviewed	Signed on behalf of the nursery	Date disseminated to staff
<i>February 2014</i>		