

Anti Bullying Policy

To be reviewed: Two yearly

Policy Agreed: March 2017 **To be reviewed:** March 2019



Hungerford Nursery School Centre for Children and Families

Anti-bullying Policy

At Hungerford Nursery School Centre for Children and Families we understand bullying to be a deliberate, persistent attempt to hurt or humiliate someone. The aggressor acts in the knowledge that what s/he is saying or doing will hurt or frighten someone else, resulting in an imbalance of power, making it hard for the victim to defend himself or herself. Strategies for managing behaviour may be found in the Positive Behaviour Policy.

One off incidents while always taken seriously are dealt with as they occur and do not fall within the definition of bullying.

Identifiable types of bullying

Physical

- Hitting, punching, kicking, biting
- Pushing, jostling, prodding, spitting
- Interference with personal property

Psychological

- Name calling e.g 'smelly'
- Reference to body image e.g 'fatty'
- Threatening e.g 'I'm going to get you'
- Teasing
- Excluding
- Using body language e.g threatening looks

Racial

- Racial taunts
- Negative stereotyping
- Gestures

Sexual

- Inappropriate physical contact
- Use of sexist language
- Negative stereotyping

SEN/Disability

- Name calling based on disability or Special Educational Needs

Main Aims

We strongly believe that our setting should be a happy place for children and adults, and that no one should have their time with us spoilt by the words and/or actions of another. Through our policy and practice we intend to ensure that all members of our community understand that:

- No form of bullying is acceptable
- Everyone should report incidents of bullying, including witnesses
- We will support victims of bullying
- We will confront bullies with the consequences of their actions, and help them to modify their behaviour
- We respond to incidents calmly and without aggression, thus avoiding reinforcing the message that it is all right to bully if you have power
- We seek staff, parental and peer group support to counter bullying at all times
- We will always listen

Preventing Bullying

All supervising staff are made aware of our policy, of the procedures to follow, and of the need for vigilance. In addition to this, all members of our community are encouraged to speak out against bullying, including reporting incidents they may have overheard or witnessed.

Supporting Victims

We understand that victims can fall into this role through personal experience, and these children particularly need to be supported in developing skills to cope with future situations. Children may display any of the following characteristics: sensitivity, low self-esteem, passivity, timidity and/or clumsiness. They may look different, have poorer social skills or may be affected by parental attitude. However, a 'different' child who is independent and confident may not experience any difficulties. We will develop children's self esteem through the EYFS Personal Social and Emotional Development, through support from their key worker, circle times, Dino School and working in partnership with parents.

In offering support we:

- Always listen
- Give support through helping them to develop coping strategies e.g by saying “Stop it, I don’t like it!”
- Encourage them to speak out, and to tell an adult what has happened
- Encourage co-operative activities with other children
- Aim to develop self-esteem and confidence
- Following an incident, reassure them that they have our support and that it is not their fault
- Inform/involve other staff and/or parents/carers

Managing and Investigating Incidents

All centre adults take reports/incidents of bullying 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. Although rare with children of such a young age depending on the severity of the incident, we may use some/all of the following strategies:

- Comfort, support and reassure the victim
- Encourage empathy with the victim from the bully
- Make it clear to the bully what was wrong with the behaviour, and why
- Encourage the bully to try to make amends
- Inform children’s class adults of the incident
- Involve parents/carers
- Record specific, dated incidents in individual children’s records
- LogAnIncident – West Berkshire Local Authority web based incident reporting tool
- Share concerns at a whole staff meeting
- Complete a written report using the physical restraint/bullying incident report pro-forma and refer this to the Head of Centre
- Involve the SENCo in initiating procedures for Special Educational Needs in social behaviour