

## **Bullying Policy**

Bell House Nursery responds to the issue of bullying very seriously whether amongst children or adults and has strict procedures that will be adhered to should there be any evidence within the nursery.

### **What is bullying?**

Bullying is not always easy to define, but according to Dan Olweus, an expert in the field of prevention of bullying, he says it should include:

- Physical - pushing, kicking, hitting, pitching and other forms of violence or threats.
- Verbal - name calling, sarcasm, spreading rumours, persistent teasing
- Emotional - excluding, tormenting, ridicule, or humiliation
- Racist - Racial taunts, graffiti, or gestures
- Social - unwanted physical contact or abusive comments
- Homophobic - any hostile or offensive action against lesbian, gay males, or bisexuals or those perceived to be these above. This is not an exhausted list.

All the above forms of bullying cannot be delivered on a personal, face to face basis, but also by using existing and new technology, known as cyber bullying. We can sum up bullying as actions taken by one or more people with the deliberate intention of hurting another person (in any of the above ways). This policy is designed to support the nursery behaviour policy, equal opportunities, and anti-discrimination policies.

Bullying is about a pre-meditated act, which relies on a stage of cognitive development to think the process through and occurs generally in children 5 years and over.

### **Aims and Objectives**

- Bullying is wrong and is damaging to individual people. Bell House nursery proactively implements policies and procedures to prevent this, by developing a Nursery in which bullying is regarded as unacceptable.
- We aim to deliver a safe and secure environment where all children can play and learn without fear or anxiety.
- This policy aims to produce a consistent response to any bullying incidents that may occur.
- We aim to make all those connected with the nursery aware of our opposition to bullying and staff have a responsibility to eradicate bullying in our nursery.
- We do not tolerate any kind of bullying as stated above on any grounds whatsoever, and support all parties involved to gain a full understanding of our ethos.

## Anti - Bullying Procedure

### The Role of the Manager

- It is the responsibility of the manager to implement the Nursery anti-bullying strategy and to ensure that all staff (paid/unpaid) is aware of the policy and know how to deal with incidents of bullying.
- The manager ensures that all children begin to learn that bullying is wrong and that it is unacceptable behaviour in the nursery. The manager draws the attention of everyone to this fact through staff meetings and monitoring that this is being implemented on a regular basis.
- The manager set the nursery climate of mutual support and praise for successes, so making bullying less likely. When people feel they are important and belong to a friendly and welcoming setting, bullying is far less likely to occur

### The Role of the Staff

- Staff in the nursery take all forms of bullying seriously and intervene to prevent incidents from taking place. A record is kept of all incidents of bullying that happen in the nursery and these are shared with the manager.
- If staff witnesses an act of bullying, they do all they can to support the person or persons who are being bullied. If a child is being bullied over a period, then, after consultation with the manager, the key worker informs the child's parent.
- For all incidents of bullying an incident form should be completed. We record all incidents of bullying that occur within the nursery. If bullying is sustained, the nursery will move forward to our behaviour support plan, which supports the child to improve their behaviour. This would only be used once all other avenues have been exhausted.
- If practitioners become aware of any bullying taking place between members of a group, or between staff we deal with the situation immediately. This will involve supporting all parties to understand that this is not acceptable to be bullied, to be the recipient of bullying, and that the nursery will deal with the situation very seriously. If the patterns repeat of bullying and the behaviour support plan has not been effective, we will gain further advice from our Early Years Team and source any applicable training for staff. In addition for staff concerns we would contact the LADO for further information

### The role of parents

- Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact the nursery manager immediately.
- Parents have a responsibility to support the nursery's anti bullying policy and actively encourage their child to be a positive member of the nursery.

- Parents are expected to help always develop their child's social skills, in support of the nursery ethos.

**Reviewed by Amelia Pullen and Clare Hayes**

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