



BAYLIS COURT NURSERY SCHOOL

Anti-bullying Policy

At Baylis Court Nursery School we understand bullying to be a deliberate, persistent attempt to hurt or humiliate someone. The aggressor acts in the knowledge that what she/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.

All incidents of bullying are recorded in the log book which is held centrally in the main office. Recorded incidents are reviewed and monitored every half term.

Identifiable types of bullying

Physical

- Hitting, punching, kicking
- 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 and Disabilities

Main Aims

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

- No form of bullying is acceptable
- Everyone should report incidents of bullying, including witnesses to an incident
- 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



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- We seek staff, parental and peer group support to counter bullying at all times
- We will always listen

Preventing Bullying

We recognise that there are times of the day when instances of bullying are more likely to occur, such as during free play at garden time, or in the classroom toilet areas. 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 school 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 through our PSED curriculum. They 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.

In offering support we:

- Always listen
- Ensure that every child attends the play and learning to socialise (PALS) programme
- 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 nursery 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. 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 both children's class adults of the incident
- Meet with parents/carers of both parties
- Record specific, dated incidents in individual incident book held in the main office
- Share concerns at a whole staff meeting
- Liaise with lunch club
- Complete a written report using the physical restraint/bullying incident report proforma and refer this to the head teacher



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- Involve the SENDCo in initiating procedures for Special Educational Needs in social behaviour if appropriate

Curriculum Links

Our early years foundation stage curriculum, play and learning to socialise programme and Behaviour Policy are used to support our anti bullying stance. Related issues may be tackled during whole class circle times, e.g. though a focus on exploring feelings. Drama and imaginative role play activities are also used to explore relationships and to encourage co-operative interaction.

Staff

Every employee has the right to be treated with respect and have the personal responsibility to treat others with equal respect.

Harassment, bullying, victimisation and any other action/behaviour which disadvantage others personally and professionally undermines the effectiveness and well being of employees. Any such action/behaviour will not be tolerated and may be treated as gross misconduct.

Agreed by Governing Body: 22nd June 2018

Review Date: June 2019

Chair of Governing Body signature:.....

Head Teacher signature:.....