



Sheringham Nursery School and Children's Centre Anti-Bullying Policy

Approval body	Governing Body
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Implementation date	01.02.2022
Review date	Annual

Version	Date Reviewed	Changes since last version
1	10.02.2023	Updated the title of the policy.
2	20/02/2024	Updated spelling / grammar/formatting. Added in the use of emotion cards, zones of regulation etc. Added in quote from Ofsted. Added in curricular goals. Separated out Behaviour Policy and Anti-bullying Policy
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ANTI-BULLYING POLICY

Purpose

The aim of the anti-bullying policy is to ensure that children learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will children be able to fully benefit from the opportunities available at school. In order to achieve this:

- All staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.
- Children must be encouraged to tell a trusted adult about bullying.
- A key person is often in a good position to notice a change in a child's emotional wellbeing or confidence and to look for and ask about reasons behind this change. Sometimes that may lead to the judgement that the child is experiencing bullying, which can then be acted on.
- Parents must be informed about what is happening at school and have the opportunity to discuss it with the head teacher or deputy head teacher.
- All staff have a common approach to bullying and deal with incidents consistently.

What is bullying?

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- physical (e.g. hitting, kicking, taking things off another child)
- verbal (e.g. saying unkind things, name calling, racist, sexist or homophobic remarks)
- indirect (e.g. excluding someone from play or other social groups)

The outcomes of bullying

Children in nursery who are being bullied may show changes in behaviour, such as signs of low emotional wellbeing, low confidence, becoming shy and nervous, not engaging in play and becoming preoccupied in looking around, feigning illness, taking unusual absences or clinging to adults.

The bully, or potential bully, may also be experiencing problems which are a cause of his/her anti-social behaviour. Staff must be alert for behaviour or comments which may highlight that the child needs help to deal with their concerns.

Teaching about bullying

It is important to raise awareness of the nature of bullying and teach children how to respond if they are involved in, or witness, an incident of bullying. It is also essential that children learn to identify what bullying is, and how it differs to normal disagreements between friends. This can be done through our play-based curriculum, using suitable stories, and using group time for discussions.

Implementation of the policy

The following steps must be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident will be recorded and given to the head teacher.
- The head teacher/deputy head teacher will record the incident.
- Class teachers will be kept informed.
- Parents will be kept informed.
- Parents are asked to support us by encouraging their children to talk to staff and not telling their child to hit back.

In ways which are appropriate to the child's development:

Children who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with their key person or member of staff of their choice.
- Reassurance and continuous support.
- Encourage the child to be assertive and strong, say “no”, and say when there are things happening which they do not like or want
- Help to restore self-esteem and confidence.

Children who have bullied will be helped by:

- Discussing the events and their behaviour with their key person.
- Discovering why the child became involved.
- Establishing the wrong doing and need to change.
- Informing parents/guardians to help change the attitude of the pupil.

Strategies to prevent bullying

- Ensuring that children feel valued and respected.
- Listen to what children say about their emotional state and value it. Acknowledge when children are sad or shy and offer them help, without contradicting their emotional state (e.g. avoid saying “don’t cry, it’s alright”; plan to say things like “I can see you really sad, how can I help you with that” – “I can see you are very angry with her, let’s think what you could do”).
- Giving children time and encouragement to talk about and resolve any disagreements they might have. Where appropriate, allow children to sort out disagreements themselves and to be strong and assertive, e.g. shouting “no” or saying “I don’t like that”.
- Good supervision.
- Awareness and sensitivity on the part of staff.
- Support children’s communication and their social development.
- Clear expectations of behaviour.
- Consistent and fair approach.