



Learning to be a wonderful me

Anti-Bullying Policy



September 2019



Nursery School Mission Statement -

In Dunclug Nursery School we are committed to providing a happy, safe and stimulating environment to support young children's learning and development.

We recognise that the children in our care have individual interests, characteristics and needs and aim to enable each child to develop positive attitudes about themselves and towards their learning by –

- providing experiences that extend learning and challenge thinking
- maintaining positive relationships as a staff team, with our children, their parents, the community, the Board of Governors and other relevant agencies
- promoting the health and wellbeing of our staff, children and their families
- inspiring and developing all members of our school community

In order to fulfil our mission statement, we believe that all pupils have the right to learn and develop in a supportive, caring and safe environment, without a fear of experiencing bullying behaviour from another child or children.

Through stories, puppets, our Golden Rules series and sensitive adult engagement during play, we endeavour to promote preventative measures and minimise occurrences of bullying in our Nursery School setting.

We realise that if unchecked, bullying can be profoundly emotionally and physically damaging to the target and can seriously disrupt or impair their capacity to learn and develop. For this reason we will not tolerate this form of anti-social behaviour and any such complaints will be dealt with firmly, fairly and promptly.

This policy will provide a definition of what we consider bullying to be and outline the anti-bullying strategies that all staff and volunteers in Dunclug Nursery School will adopt. This policy works in conjunction with our Child Protection and Safeguarding and Positive Behaviour policies.

DEFINITION

In Dunclug Nursery School, our agreed definition of bullying is –

‘behaviour, that is usually repeated, by one or more persons intentionally to hurt, harm or adversely affect the rights and needs of another or others.’

It can take many forms, including but not limited to, –

Physical Bullying

- hitting, pushing, other forms of physical aggression
- interfering with another pupil’s property

Emotional Bullying, either directly or indirectly

- threatening, name calling
- excluding someone from a peer group
- belittling someone’s abilities and achievements
- ridiculing someone’s appearance, way of speaking or mannerisms
- taking their property

In Dunclug Nursery School we use the following criteria for assessing bullying behaviour-

- Is the behavioural intentional?
- Is the behaviour targeted at a specific pupil or group of pupils?
- Is the behaviour repeated?
- Is the behaviour causing physical or emotional harm?
- Does the behaviour involve omission (*may not always be present*)

ROLES AND RESPONSIBILITIES

Pupils

Pupils will be encouraged to –

- ✓ have an age/stage of development-appropriate understanding of what bullying is
- ✓ say ‘stop, I don’t like it!’ when someone is doing something they don’t like
- ✓ refrain from treating others in a way that would amount to bullying
- ✓ be kind to others
- ✓ be able to report incidences of bullying to a member of staff
- ✓ be able to tell parents about any incidences they experience or witness
- ✓ be proud of who they are and respect differences in others

Parents

Parents can help by –

- ✓ being aware of the definition of bullying and the Nursery School's criteria for assessing bullying behaviour
- ✓ taking an active role in their child's education
- ✓ talking to their child about their day at Nursery School
- ✓ being aware of signs of distress or changes in their child's behaviour
- ✓ informing staff if they feel their child may be the target of bullying behaviour at Nursery School
- ✓ encourage their child to report any incidents and ask for help
- ✓ reinforce the 'golden rules' values at home and praise their child's compliance

Staff and Volunteers

An anti-bullying ethos will be promoted through a preventative curriculum including –

- ✿ our 'Golden Rules' approach to values we want to promote in our Nursery School
- ✿ stories, Puppets and Circle time to teach emotional literacy and address situations that arise relating to peer interactions
- ✿ providing children with a 'pro-social' alternative during conflict situations and for managing negative behaviour
- ✿ giving opportunities through play to develop social skills, emotional regulation, compromise and negotiation skills
- ✿ provision of a 'calming area' and teaching calming strategies
- ✿ exploring positive relationships through learning themes and stories
- ✿ giving lots of attention when children are behaving positively, including praise, stickers and other rewards.

All staff will be trained to –

- ✓ understand the definition of bullying
- ✓ supervise pupils in all areas of our Nursery School
- ✓ be alert to the signs of distress or changes in a child's behaviour
- ✓ be able to assess bullying behaviour using the agreed criteria
- ✓ be sympathetic and supportive to all children
- ✓ model pro-social behaviour in all our relationships in Nursery School
- ✓ use every opportunity to build a child's self-esteem and a positive self-image
- ✓ use the preventative curriculum to teach pupils about the damage bullying can inflict on the target and the child with bullying tendencies
- ✓ receive information about incidents of bullying sensitively, take it seriously and act promptly to offer support and protection

- ✓ report suspected cases of bullying to Mrs. Muir (DT - Designated Teacher) or Mrs. Bishop (DDT - Deputy Designated Teacher)
- ✓ follow up on any complaint by a parent about bullying, report back promptly and fully on the action that has been taken, in line with agreed procedures.

PROCEDURES

Each case of bullying and the follow up action to the report, will be dealt with in an individual basis, following the stages detailed below –

1. **Report the Incident** – complete form (Appendix 1) and report to DT or DDT.
2. **Investigate the incident** – DT will investigate the incident, in cooperation with other staff/witnesses. Pupils will be spoken to and a record made of responses.
3. **Plan for resolution** – the principal will work with pupils and all staff working with the child/ren to outline acceptable behaviour, support measures, consequences and targets for future behaviour. Parents of all pupils involved will be informed of the incident and the school's actions. The DT may enlist the help of outside agencies to provide support for the target / the child who is engaging in bullying behaviour.
4. **Review the situation** – the situation will be closely monitored and reviewed by the staff working with the child/ren, reporting to the DT. Records of monitoring will be kept.

RECORD KEEPING

A record of all incidents of bullying or alleged bullying will be kept and made available to The Board of Governors for review termly. (Appendix 2)

MONITORING

This policy will be reviewed by the Board of Governors every two years.

Date ratified by Board of Governors – 25/11/19

Review Date – September 2021

Bullying Incident Record

Appendix 1

Name of Pupil - _____ Class - _____

Initial account of incident

Signed - _____ Date - _____

Action	Yes	By whom	Date
Designated Teacher informed			
Deputy Designated Teacher informed			
Other staff informed – please list below			

Investigation report summary – carried out by _____

Signed - _____ Date - _____



RECORD OF ACTIONS FOLLOWING A REPORT OF BULLYING

Name - _____

Class - _____

Date	Action	Signed

