



Whitegate Nursery School and EYC

Anti-Bullying Policy

Whitegate Nursery School strives to provide a happy, caring and understanding environment, where each individual is valued and is able to develop to their full potential within the Early Years Foundation Stage.

We aim to create an integrated approach which involves and supports parents in the care and education of their children. For very young children, care and education are inseparable.

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

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 four main types of bullying are:

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist remarks)
- Indirect (spreading rumours, excluding someone from social groups)
- Cyber bullying (social networking, internet or mobile phones)

Isolated incidents are taken seriously and handled in line with our 'Supporting Positive Relationships and Behaviour policy' using conflict resolution strategies, but we recognise that there is a difference between those occasions and bullying.

Research has found that bullying is unlikely to be the cause of hurt for the younger children (up to age 4) but rather frustration and temper tantrums which cause them to lash out at others. Researchers from two London universities have found that children aged between four and six are most likely to behave like a bully by telling others that they cannot join in games.

Due to the age and stage of development of our children, it is important for all staff to be clear regarding the patterns of normal behaviour of very young children, and to share this information with parents and carers. Parents/carers will be made aware of the school's policy on positive behaviour during parents' preliminary visits to the school.

Stopping bullying happening

It is the responsibility of all within the school to maintain the ethos and promote positive relationships and behaviour. All adults within the centre are role models to the children and are expected to use the school's agreed conflict resolution strategies consistently.

Our focus is:

- Highlighting and celebrating positive behaviour (sharing, turn taking, resolution of conflict)
- Giving meaningful praise
- Sportscasting language and actions which support the resolution of conflict
- Modelling the behaviour and language that we want the children to use
- Supporting and offering comfort to the injured party when conflict has occurred
- Apologising on behalf of the child who has made a mistake
- Taking calmly to the child who has made a mistake once they are ready and able to listen

Strategies we use are:

- Visual reminders of our expectations (good sitting/ good listening)
- Use of simple terms to explain our expectations (kind hands/ kind feet/ kind words)
- Developing emotional literacy – talking about our feelings and using phrases such as (its ok to be angry but I won't let you hit)
- Observing and listening to children to identify what is causing / has caused conflict in order to give informed advice
- Keeping records of repeated behaviours using ABCs (Antecedent, Behaviour, Consequence)
- Ensuring good communication with families, developing a relationship of trust so that concerns about behaviour and especially patterns of behaviour can be shared
- Use of nurture groups to support children to develop positive strategies for managing their own emotions/ behaviour

Keeping Children Safe

All staff are responsible for keeping children safe and are expected to be vigilant to any potential conflicts, ready to intervene quickly where needed. Some children may be experiencing significant difficulties in managing their behaviour towards others and these children will receive additional support and higher levels of supervision; it is important to note that it is impossible to prevent every instance of negative behaviour.

Bullying is damaging to a child's mental health and self-esteem and goes against our ethos. All adults will be vigilant and report any suspected incidents of bullying.

If bullying does occur

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice
- Reassuring the child
- Offering continuous support
- Restoring self-esteem and confidence
- Informing their family to develop a shared supportive role

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and the need to change
- Supporting them to make amends / offer comfort where appropriate

- Informing their family to help change the behaviour of the pupil

The following steps can be taken:

- Work with family to develop consistent approaches and expectations
- Use of resources to provide sensory support
- Seek additional support from other agencies if needed

Managing Incidents

We will always keep a record of the incident. All nursery adults take reports/incidents of bullying seriously, responding calmly and taking action as quickly as possible to establish what has happened by listening to, and talking with those involved, including witnesses. The class teacher/ key person will inform the Headteacher of what has happened. The families of both children would be invited into the centre (separately) to discuss what has happened and plan next steps for support. Specific adults will be tasked with supporting the children involved.

Working together to make a real and lasting difference.....