

Peter Pan Nursery and Pre-School

ANTI-BULLYING POLICY

Safeguarding Statement

At Peter Pan Nursery and Pre-School we respect and value all children and are committed to providing a caring, friendly and safe environment for children to play and learn, in a relaxed and secure atmosphere. We believe every child should be able to participate in all nursery activities in an enjoyable and safe environment and be protected from harm. This is the responsibility of every adult employed by, or invited to deliver services at Peter Pan Nursery and Pre-School. We recognise our responsibility to safeguard all who access the nursery and promote the welfare of all our children by protecting them from physical, sexual and emotional abuse, neglect and bullying.

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our children so they can play and learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our nursery. If bullying does occur, all children should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* nursery. This means that *anyone* who knows that bullying is happening is expected to tell a member of staff.

What is Bullying?

DFE guidance (2012) defines bullying as "*behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally*". Bullying can be direct (either physical or verbal) or indirect (for example, being ignored or not spoken to). It results in pain and distress to the victim. There is a difference between bullying and the 'falling out' that both children and adults can experience, where friendships are soon restored. Bullying is the systematic and persistent use of aggression with the intention of hurting another person.

Bullying can be:

- Emotional- being unfriendly, excluding, tormenting;
- Physical- pushing, kicking, hitting, punching or any use of violence;
- Racist- racial taunts, graffiti, gestures;
- Sexual- unwanted physical contact or sexually abusive comments;
- Homophobic- because of or focussing on the issue of sexuality;
- Verbal- inappropriate sarcasm, name-calling, spreading rumours, teasing.

Why is it Important for our Nursery to Respond to Bullying?

Bullying hurts. No-one deserves to be a victim of bullying, and everybody has the right to be treated with respect. Adults or children who are bullying need to learn different ways of behaving. As a nursery we have a responsibility to respond promptly and effectively to any issues of bullying.

Prevention

The systems in the nursery encourage appropriate behaviour and this is supported by our ethos of caring practice. Anti-bullying procedures are also in place to prevent, detect and manage unacceptable behaviour effectively.

The Role of Management

Management supports Denise Taylor (Owner of Nursery) and the Leadership team in all attempts to eliminate bullying from our nursery. Management will not condone any bullying in or related to the nursery setting, and any incidents of bullying that do occur will be taken very seriously and dealt with appropriately. Management monitors any incidents of bullying that do occur and regularly reviews the effectiveness of this policy. Management requires the Head of Nursery to keep accurate records of all incidents of bullying, and to report to Management on the effectiveness of the nursery's anti-bullying strategies.

Objectives of this Policy

The key objectives of this anti-bullying policy are to ensure:

- All managers, staff, children and parents will have an understanding of what bullying is;
- All managers, staff and volunteers will know what the nursery policy is on bullying, and follow it if bullying is reported;
- All children and parents will know what the nursery policy is on bullying, and what they should do if bullying arises;
- That as a nursery, we take bullying seriously. Children and parents should be assured that they will be supported if bullying is reported.
- Bullying in any shape or form is not tolerated.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Staff in the nursery should be aware of these possible signs and that they should investigate if a child:

- Is frightened of making the journey to or from the nursery;
- Changes their usual routine;
- Is unwilling to attend the nursery;
- Becomes withdrawn, anxious, or lacking in confidence;

- Starts stammering;
- Tries to abscond from the nursery/ off-site visit;
- Frequently reports they feel ill (where no known cause of illness is known or detected);
- Has possessions which are damaged or 'go missing';
- Has unexplained cuts or bruises;
- Becomes aggressive, disruptive or unreasonable;
- Is bullying other children or siblings;
- Stops eating;
- Is frightened to say what's wrong;
- Gives improbable excuses for any of the above.

These signs and behaviours could be part of usual development or indicate other problems, but bullying should be considered a possibility and should be investigated and monitored.

Procedures

In this nursery, children will be encouraged to talk about any behaviour they are not happy with. Initially staff will try to deal with any incident in a supportive low-key manner to avoid further distress. This may be:

- Face to face talks;
- Group discussion or in the presence of a parent / guardian if the bullied child is more at ease with this.

Should other incidents occur, the following procedure will be used progressively to address the problem:

1. Formal, noted talk with the children concerned (parents notified verbally to allow any queries to be raised).
2. Parents of the children involved asked to attend a formal meeting at the nursery.
3. Formal involvement and possible exclusion of the perpetrator.
4. The bullying behaviour or threats of bullying will always be followed up and the bullying stopped quickly.
5. Victim/s of bullying will be supported.
6. Attempts will be made to help the perpetrator/s change their behaviour.

Please refer to the nursery's Anti-bullying Protocol.

Desired outcomes of such action:

1. The bully / bullies will be asked to genuinely apologise. Additional consequences may take place.
2. If possible, the children will be reconciled.
3. After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.