

Gloucester Nursery School



Anti- Bullying Policy

Agreed by Governors: 2017

Reviewed and Revised: September 2023

Anti-Bullying Policy

This Anti-Bullying Policy should be read in conjunction with the following policies:

Behaviour;
Safeguarding/Child Protection;
Inclusion;
Confidentiality;
Staff Code of Conduct;
Online-Safety;
Whistle Blowing;
British Values and the Prevention of Radicalisation and Extremism.

Introduction and philosophy

At Gloucester Nursery School, we are fully committed to the protection of children in our care and will not tolerate any form of bullying behaviour. We strongly believe that all children have the right to come to nursery in an atmosphere that is wholly free from fear. We aim to create a partnership between home and our setting, effectively working together to overcome any difficulties.

We will always strive to make our school environment a safe, friendly and inclusive place. Achieving this will allow our children to learn in a setting where they can feel comfortable, confident and valued members of the school community.

Although young, our children are taught school rules that are positively phrased and underpin every aspect of our school life. To complement our rules, our PSHE teaching and Protective Behaviour focus helps us to prepare children for the complexities of the world in which we all live. The experiences provided for the children also encourage and promote tolerance and provide the children with an emotional toolkit, which will enable them to begin to act in an appropriate and controlled manner, helping them to deal with any problems they encounter.

Our Aims and Objectives

We will always:

- Stress that bullying behaviour is never acceptable in any form;
- Ensure that all adults in the school community model respectful and courteous behaviour;
- Clarify for all members of the school community the definition of bullying behaviour;
- Recognise that we all have a responsibility for challenging bullying – children, staff, governors and parents/carers and to explain how we can meet our responsibilities;
- Produce a consistent school response to any bullying incidents that may occur;
- Provide support, when needed, whilst acknowledging that both the victim and perpetrators of bullying and their parents need support, and provide such support as appropriate.

Legal Framework

The Headteacher has a legal duty under Section 61 of the School Standards and Framework Act (1998) to draw up procedures to prevent *all* forms of bullying amongst children and adults and to bring such procedures to the attention of all staff, parents and the children in the setting. This includes establishing procedures for dealing with complaints and this is a statutory function of the Governing Body. "Keeping Children Safe in Education" 2016 also places a duty on schools to ensure that it works to prevent and address any forms of "peer-on-peer abuse".

What is Bullying behaviour?

The Anti-Bullying Alliance provide the following definition:

"The intentional hurting of one person by another, where the relationship involves an imbalance of power. It is usually repetitive or persistent, although some on-off attacks can have a continuing harmful effect on the victim¹".

This policy covers the following forms of bullying behaviour: racial, religious, cultural, appearance or health conditions, related to home circumstances, sexual orientation and sexist.

Practitioners are also covered by this policy, including bullying behaviours by parents or other members of staff, which could take forms such as:

- Name calling or teasing (in person or online);
- Threats or extortion (in person or online) ;
- Physical violence;
- Spreading malicious rumours (in person or online) ;
- Causing damage to others property.

Types of Bullying

Bullying can take many forms, but the three main types cause stress and have an emotional impact. They are:

- Physical – hitting, kicking, theft;
- Verbal - name calling, insulting, offensive remarks;
- Indirect – cruel stories or malicious rumours.

Hate Crime and Incidents - Definitions

The information given in this policy also covers occurrence of Hate Crime or Hate Incidents.

Hate Crime

Any incident that constitutes a criminal offence, which is perceived by the victim or any other person as being motivated by prejudice or hate. Examples of hate crimes include assault or attempted assault with or without a weapon and sexual assault.

¹ <http://www.anti-bullyingalliance.org.uk/>

Hate Incident

Any incident, which may or may not constitute a criminal offence, which is perceived by the victim or any other person as being motivated by prejudice or hate. Examples of hate incidents include graffiti or verbal abuse.

At the nursery, our children are very young and still developing socially and emotionally. There are occasions when social relationships are in a constant state of flux so it is important to remember that bullying is **NOT**:

- A one off incident where friends fall out, call one another names, stop talking to each other;
- A sudden act that is done in temper;
- An argument;
- A single word or deed of unkindness.

As such, we must remember that bullying is defined as:

Deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied, and are powerless to defend themselves².

Cyberbullying

Links to Online-Safety Policy.

- All staff and parents and are required to sign the online-safety rules and code of conduct. Parents have also signed an acceptable use agreement when accessing the schools Twitter account. By signing these documents, adults have agreed to follow the same rules of social conduct as they would offline.
- The governors take seriously any reports of cyberbullying by adults: Applying the disciplinary policy for cases involving members of staff or engaging the appropriate authorities if involving parents.

Strategies and Procedures

To ensure that all the children and adults participate in a safe and mutually respectful environment all members of the school community are expected to contribute to the following.

Prevention

To prevent bullying behaviour we will:

- Promote our school values with specific emphasis on 'caring for each other';
- Foster and encourage respect, tolerance and understanding amongst the whole school community;
- Emphasise and model for our children what behaviour is acceptable;
- Show children that all adults will listen;

² Department of Health, Department for Education and Employment, Home Office and National Assembly for Wales in the Governmental Guidance on Working Together to Safeguard Children.

- Positively encourage the children and adults to take responsibility for themselves and their actions by talking openly about their problems and providing strategies to empower our children to begin to solve their own problems;
- Promote inclusiveness and empathy towards other cultures, life styles and experiences, through the curriculum;
- Use PSHE and Protective Behaviour sessions to support the promotion of a 'telling' culture for when problems become too big to handle;
- Take all reports of bullying seriously, deal with them sensitively and ensure that they are appropriately dealt with/recorded as necessary;
- Ensure that we secure monitoring, evaluation and follow up measures to prevent incidents and reoccurrence.

Dealing with cases of bullying behaviour

Before taking any action, we will hear both sides and assess the nature of the problem, keep an open mind and not jump to any conclusion. If after this we believe bullying behaviour has in fact taken place we will take action. Whatever the decision we will monitor the situation carefully and sensitively by:

- Remaining calm;
- Taking the incident or report seriously;
- Taking action as quickly as possible;
- Deciding whether the action needs to be private or public;
- Reassuring the victim(s);
- Offering help, support and advice to all involved;
- Making it clear to the perpetrator (bully) that this type of behaviour is not acceptable.

Supporting the victim

It is essential that problems are resolved quickly before any serious damage is done to the personal development or education of those involved. Children, parents and staff are regularly made aware of the necessity to report incidents of bullying behaviour to a member of staff as soon as possible, that staff member will find a quiet place to talk and:

- Listen and continue to listen at all stages. This will reassure the victim that they have done the right thing by speaking u;
- Record the incident on the **Incident Form**;
- Inform parent or carers so that we can work in partnership;
- Inform other adults in the nursery;
- Provide continued support.

Dealing with cases of bullying behaviour (perpetrator/s)

Each case of bullying behaviour tends to be unique and it is difficult to set in stone an exact method of dealing with a bully. However, we will:

- Deal with the issue sensitively;
- Tell parents/carers;

- Inform all adults in the school to ensure there is close monitoring;
- Complete an incident form;
- Make it clear to the bully (perpetrator) that their actions are not appropriate and talk about how to move forward with the correct behaviour ;
- Ensure that the perpetrators are aware of why their behaviour is causing distress;
- Follow the Behaviour Policy, if the perpetrator is a child, and if the perpetrator is a member of staff then the Complaints and Grievance Policies will be followed.;
- If the perpetrator is a parent, the Headteacher will arrange a meeting with them;
- Monitor future behaviour.

Parents/Carers

We ask that parents and carers support our school rules. These are in our prospectus. A copy of this Anti-bullying Policy can be found in our policy folder in the Reception Area of the building. To help us to support the children in our care, we ask that parents/carers quickly bring to our attention problems that their children have shared with them at home. If practitioners know about worries early on, often problems can be resolved before they escalate. Sometimes children will not share their worries, but parents or carers know their children so well that they can sense something is wrong. If this is the case, we ask that parents come and talk to us and together we may be able to find out what the problem is. If parents or carers were ever unhappy about how we deal with a problem, we would ask them to make an appointment with the Head teacher who will respond to any concerns. Letters for the Chair of Governors can also be passed on to the office administrator who will pass them on in confidence.

Confidentiality

Although we take confidentiality very seriously, we can never promise to keep all of the things that the children share with us private. If at any stage, we were concerned about child protection we would follow the school's agreed procedures.

Recording of Incidents

All incidents are reported and the completed forms are then passed to the Headteacher, who will follow up an incident to ensure a complete result agreed by all parties involved. Reports are monitored and an analysis of the data collected with regard to gender, age and ethnic background of all children involved in bullying incidents occurs. Incidents are reported to the governing body and to the Local Authority. If parents feel that occasions of bullying are not being dealt with correctly then the complaints procedure policy will need to be followed.

Monitoring and Evaluation

This policy will be monitored by the Governing Body at least annually.

Staff and governors meet termly to discuss, and any incidents of bullying are formally addressed. The Headteacher reports:

- The number of incidents recorded;
- How incidents were dealt with;
- The effectiveness of the policy
- If any changes are necessary because of local or national initiatives/new legislation.

Date

Signed (Headteacher) Lisa [Signature]

Signed (Chair of Governors) Kaurishma [Signature]

..... 15- Sep-23