Anti-Bullying Policy

May 2020

What is bullying?

There are many definitions of bullying but most consider it to be:

Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Bullying can take many forms, but the 3 main types are:

- **Physical-** hitting, kicking, spoiling another child's toys or belongings
- **Verbal-** name calling, saying unkind things
- **Social-**excluding a child or preventing a child from paying in a certain area

(Taken from 'Safe to Learn' a DCFS publication)

Policy Aims

All children at Flagg Nursery School have the right to be safe and happy in nursery, both inside and outside. Bullying or negative behaviour can cause great distress and both adults and children need to know what to do when it occurs.

For the age of children we work with, we understand that behaviours are their way of communicating and we use this as a starting point when considering how we deal with any issues arising.

Objectives of the policy

- To describe the school's systems for dealing with behaviour which causes distress to others
- To ensure that children know what kind of behaviour is not acceptable and what to do if they are distressed
- To ensure that all staff understand the school's procedures in order to enable consistency of approach

- To ensure that parents know who to approach if they are worried about their child

At Flagg Nursery School these are the procedures we follow:

Children are always encouraged to tell an adult in nursery about anything that they are not happy about. Concerns are always followed through.

Every day practice is closely linked to behaviour management, safeguarding and PSE development. Positive behaviour and respect for others are encouraged as part of our everyday routines

Dealing with unacceptable behavior (from our behavior policy)

Where there is seriously unacceptable behavior by one child towards another, we would:
- Tell the child to stop in a firm voice. Immediately explain why the behaviour is unacceptable.
- Give the other child support, ask the other child how they are feeling and express sadness.
- Get the child to apologise or 'model' apologising.
- Explain that we all look after each other at Nursery.

The child should be removed from the activity or area where they were playing and given the explanation that they can go back later.

The incident should be reported in the 'Incident Folder' in the office and discussed with the parent.

Recurring seriously unacceptable behaviour.

The parents and staff will together negotiate an Individual Behaviour Plan for the child with targets, strategies and regular reviews. The Educational Psychologist may need to be involved.

How we teach children what kind of behaviour is acceptable and what to do if they are distressed by the behaviour of others

We teach the children at an appropriate level about safety (how to keep themselves and others safe, including on-line, at an appropriate level), racism and prejudice related bullying, including the right to equality through circle time activities, PSE development, stories, songs, pictures and displays. Prejudice is always challenged in a sympathetic way as part of everyday practice eg it may be brought up at group time. Raising self-esteem, assertiveness and confidence is always a priority. Children are taught the skills and language they need to stay safe and to express their opinions. They are taught to co-operate and empathise with others as part of everyday practice eg "I don't like that," "ask your friend if they are alright." Age appropriate rules are displayed and regularly discussed such as speak kindly and have gentle hands.

Child conferencing is carried out regularly where children are asked what they would do if something upset them and are given the appropriate answers if they are unsure. Children are regularly encouraged to tell adults in the setting if there is something that upsets or bothers them. SEND children are given appropriate ways to communicate distress, such as non-verbal means of expressing 'No' and 'Stop' if they are not happy. One-page profiles are shared to ensure consistent approach of staff. Children are reminded to ask other children if they want to be part of their game if it is boisterous such as chase games. We have a zero tolerance approach to bullying. When an incident occurs it is discussed with all children concerned to ensure understanding of the inappropriate behaviour. If necessary, apologies are given and parents notified. The issue is also recorded in the incident folder in the office. Staff model respectful and tolerant behaviour with each other, the children, and the wider community.

What parents should do if they have concerns

Parents know that they can speak to members of staff when they drop off or pick up children. They know that they can also e-mail or telephone about anything that concerns them. In the brochure they are informed that they can bring up any issues with the Headteacher, chair of Governors, Ofsted or the Local Authority. There is information in the link

building about who to contact outside the school environment if parents have any concerns or complaints not resolved by the school.

Staff Training , Procedures and Practice

- New staff/students inducted on ethos and practices related to safeguarding in school.
- Regular 'concern' meetings with staff about children who may be giving us concerns. Translated into individual 'issues/concerns information sheet', disseminated to all staff including action points to ensure consistency of approach (eg what can we say/do in response to behaviour/concern). Staff and governors are updated on all local and national developments in best practice via the staff info file and governors meetings.
- Incident folder: all serious incidents and actions taken are recorded in the parent log folder in the office
- Children are reminded to report concerns to any adult as part of everyday practice, re-enforced through child-conferencing. Staff refer all serious incidents/behaviour to the Headteacher. There is an ethos of sharing/disseminating information between the staff.

Appendix : The child's view (child conferencing)

Who is your best friend at school/who do like playing with?

What are you good at – at home- at nursery school?

What do you like doing at nursery/What's your favourite thing at nursery?

If you were frightened or sad, who would you tell?

What are you learning to do at nursery/ what have you been finding out about?

Is there anything or any place you don't like at nursery?

Does nursery make you feel sad or happy?

How would you make the nursery better?

Links with other school policies and practices

This Policy links with a number of other school policies, practices and action plans including:

- Behaviour and discipline policy
- Complaints Policy
- Safeguarding and child protection policies
- Confidentiality Policy
- e-Safety (Online Safety) and Acceptable Use of ICT Policies
- Curriculum Policy

Links to legislation

There are a number of pieces of legislation which set out measures and actions for schools in response to bullying as well as criminal law. These may include:

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986
- The Computer Misuse Act 1990

Responsibilities

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, Senior Managers, Teaching and Non-Teaching staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the school community and to ensure that disciplinary measures are applied fairly, consistently and reasonably.
- Staff to support and uphold the policy
- Parents/carers to support their children and work in partnership with the school
- Pupils to abide by the policy.

The named Governor with lead responsibility for this policy is **Janine Shearing**

The named member of staff with lead responsibility for this policy is: **Sarah Brown**

Monitoring & review, policy into practice

This policy was approved by the Governing Body on: June 2020

This policy will be monitored and reviewed on: June 2024

The named Governor for bullying will report on a regular basis to the governing body on incidents of bullying and outcomes. The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied. Any issues identified will be incorporated into the school's action planning.

Signed   Chair of Governors   Date

Signed   Headteacher   Date

Supporting Organisations and Guidance

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- DfE: "Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies", and "Supporting children and young people who are bullied: advice for schools" October 2014: https://www.gov.uk/government/publications/preventing-and-tackling-bullying
- DfE: "No health without mental health": https://www.gov.uk/government/publications/no-health-without-mental-health-a-cross-government-outcomes-strategy
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

Cyberbullying

- Childnet International: www.childnet.com
- Digizen: www.digizen.org
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk

LGBT

- EACH: www.eachaction.org.uk
- Pace: www.pacehealth.org.uk
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

SEND

- Changing Faces: www.changingfaces.org.uk

- Mencap: www.mencap.org.uk
- DfE: SEND code of practice: https://www.gov.uk/government/publications/send-code-of-practice-0-to-25

Racism and Hate

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Show Racism the Red Card: www.srtrc.org/educational