



Anti - Bullying Policy

Date Adopted: April 2021

Last Reviewed: April 2022. July 2023

Introduction

At The Limes, Rosemary and St Werburghs Park Nursery Schools, we are aware that children may be bullied in any school or setting, and recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of our children.

In line with the Equality Act 2010, it is essential that our school:

- Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it

We recognise that some children may be more at risk from bullying than others

Principles

It is the responsibility of the governing body and the Head teacher to ensure that all members of our community work within a safe and enabling environment.

The governor responsible for anti-bullying across the schools is the safe guarding governor for Central Bristol Nursery Schools Federation.

The four guiding principles of the Early Years Foundation Stage underpin our Anti-Bullying Policy.

They are:

- Every child is a unique child, who is constantly learning and can be resilient, capable, confident and self-assured;
- Children learn to be strong and independent through positive relationships;
- Children learn and develop well in enabling environments, in which their experiences respond to their individual needs and there is a strong partnership between practitioners and parents and/or carers
- Children develop and learn in different ways and at different rates including pupils with special educational needs and disabilities.

Our Bullying Definition

We believe that bullying behaviour has four key aspects:

- It's hurtful
- It's intentional
- It's repetitive
- It involves a power imbalance

Preventing Bullying

As part of our approach to preventing bullying we talk to the children about their rights and how they can express their views and feelings using the Jigsaw curriculum circle time approach. This enables them to have a voice in their community and begin to understand how we can all help to make everyone feel safe, secure and supported at The Limes, Rosemary and St Werburghs Park Nursery Schools.

The inclusive ethos of the Nursery and our curriculum supports the development of empathy and self-regulation by using age appropriate learning experiences such as stories, puppets, and role-play opportunities children learn and explore these key elements of their personal, social and emotional development.

Expectations of children's behaviour is clear and shared with parents, and form part of our daily work. We have a behaviour policy that can be found on our website.

Our key person approach supports children in having secure and confident relationships with the adults in nursery allowing them to talk to them if they unhappy or need help.

Responding to Bullying

All cases of alleged bullying should be reported to the Designated Safeguarding Lead or Deputy Designated Safeguarding Lead and recorded by staff on Cpoms.

Peer on peer abuse includes bullying, cyber bullying, physical abuse, sexual violence, harassment. In such instances staff should follow our safeguarding policy which clearly outlines how allegations of abuse against other pupils should be dealt with. The DSL should be informed of the 'allegation' in order that appropriate steps can be taken to safeguard those involved. For further information, please see our Safeguarding and Child Protection policy.

In any case of alleged bullying, either the Class teacher, the Head teacher, or Assistant Head teacher should first establish the facts, and build an accurate picture of events over time, through using observations, monitoring of incidents and speaking to the alleged perpetrator(s), victim(s) and adult witnesses, as well as parents and children witnesses if necessary and appropriate.

A plan of support and strategies will be put in place with parental involvement based on our behaviour policy and safe guarding policy for both the perpetrator and victim. We aim to use a restorative approach such as conflict resolution and adult support to ensure the bullying behaviour stops, the approach and the strategies used will be reviewed and the impact of the intervention evaluated and shared with parents. Support from outside agencies will be sought if required.

Linked Policies:

Central Bristol Nursery Schools Safeguarding and Child Protection Policy

Central Bristol Nursery Schools Managing Behaviour Policy