

Anti-Bullying Policy

Here at Happydayz Nursery, we do not accept any form of bullying. There are many areas of bullying these are listed below: -

- Physical – hitting, punching, kicking, biting and pinching.
- Verbal – name-calling, teasing, threatening and spreading rumours.
- Emotional- exclusion, ridicule, ignoring, isolating, taking or damaging possessions, humiliation and tormenting.
- Cybertext, email
- Diversity – religion, gender, sexuality, disability, appearance, ethnic or racial origin, taunts, graffiti and gestures

The situation will be monitored, and with help from the child's parents, we will hopefully come to a solution.

Being bullied can result in the victim having depression, low self-esteem, shyness, poor academic achievement, isolation and in extreme cases threatened or attempted suicide. If a bully is left unchecked, they will learn they can get away with violence and aggression. A bully has a higher chance of acquiring a criminal record and not being able to have good relationships when they become an adult.

If you have any concerns regarding your child, please discuss them with your child's key worker as soon as possible. It is much better to deal with these problems before they become a major issue.

We are aware that legitimate play behaviour can include some of these described above, but when one or more parties become targeted on a regular and recurrent basis the experience of those affected can be extremely negative. In the rare cases where hurtful behaviour is defined as bullying and despite all efforts to prevent it, we will respond to all incidents thoroughly and sensitively.

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Procedure:

All staff will inform the manager if they witness an incident of bullying at the Nursery.

If a child has reported an incident of alleged bullying, this must be followed up immediately and make the child feel safe and listened to, then proceed to the other child, explaining why the behaviour is not acceptable and how it has hurt another child.

The Manager will always ask the alleged bully to explain their side and take into account their response when deciding whether bullying has occurred. If it is decided that bullying behaviour has occurred then in most cases, the behaviour can be addressed by using the procedures laid out in our behaviour policy. The alleged bully will be encouraged to discuss their behaviour and think through the consequences of their actions.

Where appropriate, they will be encouraged to talk through the incident with the other person/people involved. We will inform the parents of all children involved in the alleged bullying incidents at the earliest opportunity.

All children involved in any bullying incident will be offered support. The manager may contact the Early Years Advisor to enquire about local support groups. These will be passed on to the children's parents.

Where bullying behaviour persists, the alleged bully's parents will receive a written warning that the child must stop this behaviour. If bullying continues the alleged bully's parents will receive a final written warning that suspension or exclusion will occur from the nursery, if the behaviour does not stop. As a final option, if the bullying continues the alleged bully will be excluded from attending the Nursery for a set period as decided by the Nursery manager. After the incident has been dealt with, the Nursery staff will monitor the children involved to ensure further problems do not occur.

Code of Practice

Within the setting, we encourage all staff to be vigilant and to act in a professional manner.

1. Make the manager aware of any issues that arise where this Policy is being used.
2. To speak to the parent in a private area and explain what has been witnessed.
3. Monitor and record anything that you have witnessed as this will be used within the setting to consider what is to be implemented next. Is there an SEN or behaviour issues from the child for example? If so, speak to the manager & SENCo about what can be put in place to help with the child's behaviour.
4. Allow the parent to give feedback. If there is anything that the parent has mentioned that you feel the manager needs to be aware of, then make sure this information is passed on.
5. If the behaviour has got to a point where everything that can be done has been done, then refer to the exclusion policy.
6. All staff are to ensure they teach the children about British Values and how to be a good friend.

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Related Policies and Documentation

- [Child Protection Policy](#)
- [Biting Policy](#)
- [Behaviour Policy](#)
- [Equality Statement](#)
- [Physical Restraint Policy](#)
- [Physical Intervention Form](#)
- [Exclusion or suspension Form](#)

Policy approved by on: (Management of Happydayz Nursery)

Review Date