



## ANTI BULLYING POLICY

At Rida Early Years Nursery we do not tolerate bullying motivated by prejudice, for example, racist, sexist and homophobic bullying and bullying related to perceptions about disability and/or special educational needs.

We believe that all pupils have a right to play and learn in a supportive, caring and safe environment without the fear of being bullied. We promote good behaviour. It is made clear that bullying is a form of anti-social behaviour and will not be tolerated.

Parents, children, staff are fully aware that any bullying complaints will be dealt with firmly, fairly and promptly.

### What is Bullying?

Nursery bullying is defined as deliberate and hurtful behaviour that takes place in nurseries. It can be:

- **Physical:** punching, kicking, hitting, spitting at, etc.
- **Verbal:** name calling. It may be directed towards gender, ethnic origin, physical/social disability, personality, etc. taunting, mocking, sarcasm, offensive or humiliating comments
- **Emotional:** threatening, tormenting, showing hostile and unfriendly behaviour, spreading hurtful and untruthful rumours, laughing and sniggering in an unkind way, giving dirty looks and hand gestures etc.
- **Exclusion:** A child can be bullied simply by being excluded from discussions/activities.
- **Damage to Property or Theft:** Pupils may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hands over property to them.
- **Cyber:** Misuse of all areas of Internet such as email, chat room etc.

Reasons for being a victim may be:

- Race/ religion/ culture
- Their name, the way they talk
- New child in nursery
- Child with a family crisis
- Disability or special educational needs
- Timid children who maybe on the edge or outside a group or won't stand up for themselves
- Appearance/ health conditions
- Sexual orientation

Children who are being bullied may feel lonely, unhappy, unsafe, and frightened. They may develop stomach aches, nightmares, nervousness, and anxiety.

Reasons for being a bully may be:

- A victim of violence
- Bullied at home/ enjoyment of power/ creating fear
- Not allowed to show feelings
- Copying behaviour at home or on TV
- Unhappy
- Insecure
- Self-hating

### What is NOT Bullying

- Bullying is not the **odd occasion** of falling out with friends, arguments, calling of names or when an occasional trick or joke is played on someone.
- It is bullying if it is done several times on purpose.
- Children sometimes fall out or say things because they are upset. When occasionally, problems of this nature arise, it is **not** bullying.
- It is an important part of children's development to learn how to deal with friendship breakdown.

Children must be taught on how to deal with these situations and develop social skills to build up friendships.

### What Can Children Do If They Are Being Bullied?

Each term or when incidents occur, bullying will be discussed, and the following strategies will be reinforced:

- Remember that your silence is the bully's greatest weapon.
- Tell yourself that you do not deserve to be bullied and that it is wrong. Be proud of who you are. It is good to be individual.
- Try not to show that you are upset. It is hard, but a bully thrives on someone's fear.
- Stay with a group of friends/people. There is safety in numbers.
- Be assertive – shout "No!" Walk confidently away. Go straight to a member of staff.
- Fighting back may make things worse.
- Generally, it is best to tell an adult you trust straight away. You will get immediate support. Teachers will take you seriously and will deal with the bullies in a way which will end the bullying and will not make things worse for you.

### What do you do if you Know Someone Is Being Bullied?

- Act! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel unhappier and on their own.
- If you feel you cannot get involved, tell an adult immediately. Keyworkers will deal with the bully without getting you into trouble.
- Do not be, or pretend to be, friends with a bully.

### Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should investigate if a child:

- is unwilling to go to nursery
- begins truanting
- becomes withdrawn, anxious, or lacking in confidence
- starts stammering

- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in nursery work
- comes home with clothes torn or books damaged
- has possessions go "missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is afraid to use the internet
- bedwetting
- is frightened to say what's wrong

### **Role of Parents**

Parents have an important part to play in our anti-bullying policy. We ask parents to:

- Look out for unusual behaviour in your children – i.e. reluctance to attend nursery, feel ill regularly, or not complete work to their usual standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc.
- If you feel your child may be a victim of bullying behaviour, inform nursery immediately. Your complaint will be taken seriously, and appropriate action will follow.
- If a child has bullied your child, please do not approach that child on the playground or involve an older child to deal with the bully. Please inform nursery immediately.
- It is important that you advise your child not to fight back. It can make matters worse!
- Tell your child that it is not their fault that they are being bullied and make sure your child is not afraid to ask for help.
- If you know your child is involved in bullying, please discuss the issues with them and inform nursery. The matter will be dealt with appropriately.

### **What Will the Nursery Do?**

- Use any opportunity to discuss the appropriate way to behave towards each other. Including Islamic morals and characteristics.
- Encourage children to discuss how to get on with other people and form positive attitudes towards other people.
- Encourage children to treat everyone with respect.
- The staff will continue to have a firm but fair approach to behaviour management.
- Display posters in classrooms and corridors of Rules/Code of conduct. A list of rules will be decided by pupils themselves in a whole nursery activity/competition.
- Deal quickly, firmly and fairly with any complaints, involving parents where necessary.

### **Strategies for dealing with Bullying**

If bullying is suspected and depending on the perceived seriousness of the situation, the following steps will be followed. We emphasise on a caring, listening approach as bullies are often victims too – that is why they bully.

1	Talk to the suspected victim, and any witnesses.
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2	Identify the suspected bully and talk about what has happened, to discover why they became involved. Make it clear that bullying is not tolerated at Paradise Primary.
3	If the bully owns up, then sanctions procedures outlined in the Policy will be followed.
4	Incidents of bullying are recorded as such in the Nursery Incident Log.
5	If the suspected bully does not own up, investigate further. If they are lying, continue with the procedure.
6	Inform parents if deemed necessary.
7	Continue monitoring the situation to ensure no repetition. The follow-up findings will be recorded in the nursery Incident Log.

### **The role of the Manager**

It will be the responsibility of Manager to implement the nursery anti-bullying Strategy.

- Ensure that all staff (both teaching & non-teaching) are aware of the nursery policy, and know how to identify and deal with incidents of bullying.
- Manager reports to the governing body about the effectiveness of the anti-bullying policy on request.
- Manager will ensure that all children know that bullying is wrong, and that it is unacceptable behaviour. E.g. If an incident occurs, SMT can use assembly time to discuss with other children why this behaviour was wrong.
- Manager will ensure that all staff, including lunchtime staff, receives sufficient training to identify and deal with all incidents of bullying.

### **The role of Directors**

- The directors will support the Manager in all attempts to eliminate bullying. Bullying will not be condoned, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.
- Directors will require the Manager to keep accurate records of all incidents of bullying, and to report to the governors on request about the effectiveness of nursery anti-bullying strategies.
- A parent who is dissatisfied with the way the nursery has dealt with a bullying incident can ask the chair of governors to consider the matter. The governing body will respond within ten days to any request from a parent to investigate incidents of bullying. In all cases the Chair will notify the Headteacher, and will ask them to investigate the case, and to report back to the Chair.

### **Strategies for the preventing and reducing of bullying**

Implement whole nursery initiatives and proactive teaching strategies to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur. These can include:

- Monitor the extent of bullying in the nursery and the effectiveness of the anti-bullying policy
- Produce a 'child friendly' version of the policy for the children
- Each class agreeing on their own set of class rules
- Making national anti-bullying week a high-profile event each year
- Have regular assemblies on bullying
- Have class time on bullying issues
- Children writing stories, poems and producing other pieces of work about bullying
- Children encouraged to read stories about bullying

- Using drama activities and role-plays to help children be more assertive and confident and teach them strategies to help them deal with bullying situations
- Display anti-bullying posters produced by the children around prominent areas of the nursery
- Have a confidential complaint box in each classroom where children can write and post their concerns