



ANTI-BULLYING POLICY

At Kylemore Nursery School our mission statement is “enriching the lives of children”. We aim to create a community where all staff and children feel safe, valued, respected and happy.

Any form of bullying is unacceptable.

What is bullying...

We understand bullying to be a deliberate and persistent attempt to hurt, be cruel to or humiliate someone. The bully acts in the knowledge that what s/he is saying or doing will hurt or frighten someone else, resulting in an imbalance of power, making it hard for the victim to defend himself or herself. It is not accidental or a sudden outburst of temper.

However, it is important to remember that young children can be cruel without really understanding what they are doing. In many cases inappropriate behaviour is a result of a child's stage of development or inability to communicate appropriately. Staff and parents are conscious that some young children may tend to dominate to achieve their wishes. One-off incidents are dealt with as they occur and, while always taken seriously, do not fall within the definition of bullying.

Identifiable types of bullying

Physical

- Hitting, punching, kicking
- Pushing, jostling, prodding, spitting

- Interference with personal property

Psychological

- Name calling eg "smelly"
- Reference to body image eg "fatty"
- Threatening eg "I'm going to get you"
- Teasing
- Exclusion from the group
- Use of body language eg threatening looks
- Deliberately refusing to share

Racial

- Racial taunts
- Negative stereotyping
- Gestures

Sexual

- Inappropriate physical contact
- Use of sexist language
- Negative stereotyping

SEN/Disability

- Name calling based on disability or Special Educational Needs

Recognising Bullies

Bullying is wrong and causes damage. We strongly believe that our school should be a happy place for children and adults and that no one should have their time with us spoilt by the words or actions of another. Through our policy and practice we intend to ensure that all members of our school community – children, staff, parents, visitors, governors – understand that

- Bullying is not acceptable in any form
- Everyone should report incidents of bullying, including witnesses
- We will support victims of bullying

- We will confront bullies with the consequences of their actions and help them to modify their behaviour
- We respond to incidents calmly without aggression to avoid reinforcing the message that it is alright to bully if you have power.
- We seek staff, parental and peer group support to counter bullying at all times
- We will always listen.

Preventing Bullying

. All staff including substitute staff and students will be made aware of our policy, of the procedures to follow, the need for vigilance in all areas of the nursery school throughout the session. In addition to this all members of our school community are encouraged to speak out against bullying, including reporting all incidents they may overhear or witness.

Supporting Victims

Any victim of bullying needs to be supported in developing skills to cope with future situations through our curriculum. They may display the following characteristics: sensitivity, low self-esteem, passivity, timidity, and /or clumsiness. They may be new to the nursery, look different, have poor social skills or may be affected by parental attitude. In offering support, we

- Always listen
- Give support through helping them to develop coping strategies eg by knowing it's ok to protect yourself and say "Stop it" "I don't like it"
- Encourage children to speak out, and to tell an adult what has happened
- Encourage co-operative activities with other children
- Aim to develop self-esteem and confidence
- Following an incident, comfort and reassure the child that they have our support and that it is not their fault
- Inform/involve other staff and/or parents/carers

Managing and Investigating Incidents

All nursery adults are vigilant. We take reports or incidents of bullying seriously, responding calmly and acting as quickly as possible to establish exactly what has happened by listening to and talking with those involved, including witnesses. Depending on the severity of the incident, we may use some/all the following strategies:

- Comfort, support and reassure the victim
- Encourage empathy with the victim from the bully
- Share concerns with other members of staff
- Make it clear to the bully what was wrong with the behaviour and why
- Encourage the bully to try to make amends
- Inform the staff involved with both children about the incident
- Record specific, dated incidents in a Behaviour issues notebook available in the classroom and in children's records
- Involve parents/carers in discussing a plan of action
- Share concerns at a whole staff meeting
- Involve SENco in initiating procedures for Special Educational Needs in Social behaviour

Curriculum Links

Our curriculum is used to support our anti bullying policy. The rules of our school will be re-enforced with the children regularly. Related issues may be tackled during whole class circle time eg through a focus on exploring feelings. Drama and imaginative role-play activities are also used to explore relationships and to encourage co-operative interaction. In addition to this, children are sometimes invited to draw pictures of or talk about places they like/dislike in school. We will actively seek opportunities to build self-esteem and develop a positive sense of worth.

The Role of the Board of Governors

The Board of Governors support the Principal in all attempts to eliminate bullying from the nursery school. Any incidents of bullying that do occur are reported at Governor Meetings, treated seriously and dealt with appropriately. The policy is ratified by the Governors.

The Role of the Principal

- To ensure that all staff members receive sufficient training to equip them to deal with all incidents of bullying.
- To implement the policy and ensure that all staff are aware of the policy and deal appropriately with incidents that may arise.
- To decrease incidents of bullying by establishing an atmosphere of mutual support and praise for success within the school.

The Role of Parents

Parents are informed about the aims of the school and the contents of the policy. Parents are also made aware that they have the right to make a complaint if they feel the school is not dealing with the issue that pertains to their child.

All parents have a responsibility

- To support the school's anti-bullying policy
- To discuss the school rules with their child
- To sign a copy of the Behaviour management Parental confirmation sheet.
(Appendix 1)

Agreed by Governors:

Review date: Autumn 2019

Next Review: Autumn 2022

Signed: _____ Chair of Governors

Kylemore Nursery School

Procedures for dealing with unacceptable behaviour

All parents and persons with parental responsibility will be made aware of the procedures at the Information Session before their child starts school. A copy of this will also be given to each parent when their child starts school.

Unacceptable behaviour within this context includes verbal or physical bullying, swearing or any form of racist comments.

Nursery staff will deal with any form of unacceptable behaviour by a child in the following way:

- An immediate verbal response to the action
- A gentle explanation to the child as to why the behaviour was unacceptable.
- If unacceptable behaviour persists, the child will be withdrawn from the activity/group for a short period.
- If necessary a child may be taken to another area of the nursery school to calm down.
- Parents will be informed if we feel that a child's behaviour is particularly worrying.
- Nursery school staff and parents will work together to promote desired behaviour.
- All nursery school staff will be consistent in their approach to behaviour management.
- If a child's behaviour shows no sign of improving, advice will be sought from an external source eg NEELB Behaviour Management Team.

We will follow these procedures in a way that is appropriate to the maturity of the child and the misdemeanour.

Please sign below:

I confirm that I have read the Anti-bullying and also the Child Management/Discipline Policy. I will work alongside the staff of Kylemore Nursery School to promote the aims and values of the policies.

_____ Parent of _____ who attends the BLUE /
RED / YELLOW / GREEN SESSION