

# Harrison Nursery School



## Anti-Bullying Policy

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### Definition

Bullying is a form of aggression causing pain, annoyance or discomfort to someone. In the nursery school it can take a number of forms:

- Physical violence e.g. hitting, kicking, biting, scratching etc.
- Teasing e.g. 'I don't like you,' 'You're not my friend,' 'You can't play with us' etc.
- Excluding another child by monopolising toys, equipment etc.
- Calling another child names
- Belittling another child's abilities or achievements

### The School's View

It is our view that all children have a right to be taught in a secure, caring environment. We aim to maintain an environment in which children and staff respect and care for each other.

### The Responsibilities of Staff

All staff are vigilant at all times to the possibility of bullying occurring, and will take immediate steps to stop it happening, to protect and reassure the victim and to appropriately discipline the bully. This may involve implementing a positive behaviour programme. The relevant child/children's behaviour will be closely monitored until staff are satisfied that the problem has been dealt with. Parents of both victim and bully will be informed about the situation.

Our staff will:

- Foster appropriate social skills
- Foster awareness of the needs and feelings of others
- Foster development of high levels of self-esteem and self confidence
- Foster development of communication skills so that children can communicate their needs and feelings to staff and to each other
- Be alert to signs of distress and other possible signs of bullying
- Listen to children's concerns and take them seriously
- Report suspected bullying to the child's teacher
- Follow up any complaint by a parent about bullying and report back promptly on any action which has been taken. A parent making a complaint about bullying will have a response from the class teacher within one week of making the complaint; this will include information about the investigation that has been carried out and action taken.

### **Responsibilities of the children**

We expect our children to behave kindly and respectfully towards each other and towards staff. We expect them to learn to share, to play in a group, to understand that other children may have different ideas and needs that are as acceptable as their own.

### **Responsibilities of parents**

We ask our parents to support us and their children by:

- Being aware of signs of distress or unusual behaviour in their children which might be an indication of bullying
- Supporting our ethos of being caring, kind and helpful towards others
- Informing the school of any bullying they think is taking place
- Co-operating with the school if their own child is suspected of bullying by helping to ascertain what is going on and by supporting their child in understanding the implications of his / her actions

### **Responsibilities of all**

Staff, parents and children should work together to ensure that our school is a secure, happy and friendly place for everyone to work in, to learn in and to visit. We aim to foster a culture of openness and respect in order to support this aim.