



Featherstone Nursery School ANTI-BULLYING POLICY

Policy Statement

It is very unusual for bullying to occur between children in the nursery age group, but this policy is in place for the rare occasions when it may occur. The governing body and staff of the school are totally opposed to bullying. Bullying is wrong and damages children. The aim of this policy is to provide pupils with a safe secure working environment. This policy should be read in conjunction with our safeguarding, behaviour management and equal opportunities policies and the policies and procedures of the Birmingham Safeguarding Children's Board.

It is recognised that all schools are likely to have a problem with bullying at some time. This school regards bullying as particularly serious and firm action will always be taken against it.

This policy aims to produce a consistent response by the school to any bullying incidents that may take place.

RIGHTS RESPECTING SCHOOL

This policy is in accordance with the 1989 United Nations Convention on the Rights of the Child (UNCRC)

Article 1 - Everyone under the age of 18 has all the rights in the Convention.

Article 3 - The best interests of the child must be a top priority in all things that affect children.

Article 4 - Governments must do all they can to make sure every child can enjoy their rights.

Article 12 - Every child has the right to have a say in all matters affecting them, and to have their views taken seriously.

Article 13 - Every child must be free to say what they think and to seek and receive all kinds of information, as long as it is within the law.

Article 15 - Every child has the right to meet with other children and to join groups and organisations, as long as this does not stop other people from enjoying their rights.

Article 17 - Every child has the right to reliable information from the media. This should be information that children can understand.

Article 28 - Every child has the right to an education. Primary education must be free. Discipline in schools must respect children's dignity.

Article 29 - Education must develop every child's personality, talents and abilities to the full. It must encourage the child's respect for human rights, as well as respect for their parents, their own and other cultures, and the environment.

Article 31 - Every child has the right to relax, play and take part in a wide range of cultural and artistic activities.

1. Recognising the Signs of Bullying

Bullying is deliberately harmful behaviour over a period of time. Staff will watch out for the signs and symptoms of bullying, such as:

- physical e.g. hitting, kicking, shoving

- verbal e.g. name calling, threats, racist remarks
- emotional e.g. isolating an individual from activities/games and the social acceptance of their peer group.

The school recognises that any pupil can be bullied but certain factors that can make bullying more likely are.

- a lack of close friends in the school
- shyness
- race, religion, sexual orientation or social class
- a disability or some other obvious difference, eg: stammering or acne.

Staff will suspect bullying is occurring if a pupil:

- becomes withdrawn and anxious
- shows a deterioration in his or her work
- starts to attend school erratically
- has spurious illnesses
- persistently arrives late at school
- prefers to stay with adults
- Crying themselves to sleep, having nightmares
- Having unexplained bruises, cuts, scratches

2. Preventing Bullying

The school will take every opportunity to demonstrate to pupils, through the curriculum and by example, that it is totally opposed to bullying.

Staff will not ignore bullying or suspected bullying. All school staff will, wherever possible, intervene to prevent bullying incidents from taking place.

The staff will listen carefully to any child who says that someone has bullied them or been nasty to them or said unpleasant things to them. Staff will make sure that this is reported to the child's keyworker.

The school will ensure that all staff, pupils and parents, are aware of the school's anti-bullying policy.

Staff will praise and encourage pupils when they show kindness and consideration to others.

3. Dealing with Bullying Incidents

Any incidents of bullying will be taken seriously and dealt with as quickly as possible. Staff will do all they can to support the victims of bullying and make it clear to the bully that this behaviour is not acceptable.

In dealing with bullying, school staff will:

- not ignore it
- not make premature assumptions
- listen to all accounts of the incidents
- speak to both or all children involved to explain that we do not do this in the Nursery and why and what we should do. (Perhaps children could suggest their ideas)
- make regular follow up checks to ensure that bullying has not resumed.

4. If a Child is Bullied

Staff who receive a report of a bullying incident from a pupil will:

- listen to the child's account of the incident
- reassure the child that reporting the bullying incident was the right thing to do
- make it clear to the child that he or she is not to blame for what has happened
- make a note of what the child says
- explain that the child should report any further incidents to a teacher or other member of staff immediately

Staff will ask the pupil:

- what has happened
- how often it has happened
- who was involved
- where it happened
- who saw what happened
- what he or she has done about it already

5. Advice to Pupils

The school will advise pupils who are caught up in bullying incidents to:

- stay calm and look as confident as possible
- be firm and clear tell them I don't like it and tell them to stop.
- get away from the situation as quickly as possible
- immediately tell an adult what has happened.

6. Helping the Bullies to Change

Staff will spend time to help pupils who have bullied others to change their behaviour. If a pupil is bullying others, staff will:

- talk to the pupil and explain that bullying is wrong and makes others unhappy
- discuss with the pupil how to join in with others without bullying
- talk to the pupil about how things are going at school, his or her progress and friends
- give the pupil lots of praise and encouragement when he or she is being kind and considerate to others.

7. Dealing with Serious Bullying

If all the above preventative measures do not succeed, serious bullying will be dealt with under the school's discipline policy. The bullying child will:

- be removed from the group
- sit on the time out chair to reflect on their actions
- further play monitored

If the bullying child continues to bully he or she will:

- remain under close supervision
- be monitored closely
- have restricted access to nursery facilities
- parents will be informed
- plan of action will be formed between staff and parents
- date will be set for a review

In the most serious cases the bullying child could:

- have their time at nursery reduced
- be excluded for a fixed period
- be excluded permanently

8. Recording Incidents

All incidents of bullying and discussions with the pupils involved will be recorded along with the school's response.

9. Co-operating with Parents and Carers

The school will work with parents in dealing with bullying. Bullying in school is everyone's problem. All staff, pupils and parents should be aware that bullying exists and share a commitment to combat it and to make the school a happier place for everyone.

The school will ensure that parents are aware of the school's anti-bullying policy.

Parents, carers, and families are often the first to detect signs of bullying. Common physical symptoms include headaches, stomach aches, anxiety and irritability.

The school will encourage parents who suspect that a child is or being bullied to immediately contact the school and make an appointment to see the child's keyworker or a member of the SLT as soon as possible.

Parents and carers will be informed of incidents and involved in discussions. The school will discuss with parents how they can work together to stop the bullying.

10 Monitoring and Review

The policy is regularly monitored by the Head and Governing Body to ensure that it is working as effectively as possible.

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Policy Agreed by Governing Body on: 9th July 2019

Signed: