



NOAH'S ARK NURSERY SCHOOL

Anti-bullying Policy

At Noah's Ark Nursery school we understand bullying to be a deliberate, persistent attempt to hurt or humiliate someone. The aggressor 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. Strategies for managing bullying behaviour may be found in the Behaviour Management Policy.

One off incidents, while always taken seriously and dealt with as they occur, 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 e.g 'smelly'
- Reference to body image e.g 'fatty'
- Threatening e.g 'I'm going to get you'
- Teasing
- Excluding
- Using body language e.g threatening looks

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

Main Aims

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 and/or actions of another. Through our policy and practice we intend to ensure that all members of our school community understand that:

- No form of bullying is acceptable.
- 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 and without aggression, thus avoiding reinforcing the message that it is all right to bully if you have power.
- We seek staff, parental and peer group support to counter bullying at all times.
- We will always listen to all sides.

Preventing Bullying

We recognise that there are times of the day when instances of bullying are more likely to occur, such as during free play or outdoor play. All supervising staff are made aware of our policy, of the procedures to follow, and of the need for vigilance. In addition to this, all members of our school community are encouraged to speak out against bullying, including reporting incidents they may have overheard or witnessed.

Supporting Victims

We understand that victims can fall into this role through personal experience, and these children particularly need to be supported in developing skills to cope with future situations through our PSED curriculum. They may display any of the following characteristics: sensitivity, low self-esteem, passivity, timidity and/or clumsiness. They may look different, have poorer social skills or may be affected by parental attitude. However, a 'different' child who is independent and confident may not experience any difficulties.

In offering support we:

- Always listen.
- Give support through helping them to develop coping strategies e.g by saying "Stop it, I don't like it!"
- Encourage them 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, reassure them 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 take reports/incidents of bullying seriously, responding calmly and taking action 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 of the following strategies:

- Comfort, support and reassure the victim.
- Encourage empathy with the victim from the child who has bullied.
- Make it clear to the child who has bullied what was wrong with the behaviour, and why.
- Encourage the child who has bullied to try to make amends.
- Support the child who has bullied as he/she learns to modify their behaviour and is given appropriate outlets to cope with their own emotional needs.
- Inform both children's class teachers of the incident.
- Involve parents/carers.
- Record specific, dated incidents in individual children's records.
- Share concerns at a whole staff meeting.
- Complete a written report using the physical restraint/bullying incident report proforma and refer this to the Head Teacher.
- Involve the SENCO in initiating procedures for Special Educational Needs in social behaviour.

Curriculum Links

The area of Personal, Social and Emotional Development is used to support our anti bullying stance. Related issues may be tackled during whole class circle times, e.g 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 with us about places they like/dislike in school.

Annette Miller
January 2009
Reviewed and Updated January 2011

CONCLUSION

The Governors and Staff of the School are committed to keeping this policy under regular review and the Governor responsible will ensure that the matters contained herein are regularly discussed and further developed to the benefit of all users.

Signed :

Mr Charlie Colchester
Chairman of the Board of Governors