



Anti-bullying policy

The Nursery believes that its children have the right to play and learn in a supportive, caring and safe environment. If behavioural expectations are consistent and reasonable boundaries are in put place by caring and supportive practitioners, it can minimise the occurrence of bullying. It is important therefore that the Nursery has a clear written policy to promote this belief.

Bullying affects everyone, not just the bullies and the victims. No one person or group, whether staff or child, should have to accept this type of behaviour. Only when all issues of bullying are addressed, will a child best be able to benefit from the opportunities available at the Nursery.

Although bullying in the strongest context of the word does not generally occur at A Flying Start it is recognised by practitioners that preschool children are developing their own personalities and friendships, as well as exploring boundaries and appropriate behaviour which can result in conflict or clashes of personalities.

All staff at A Flying start believe that every child has the right to expect an environment which;

- Is safe and caring
- Provides challenges but is non-threatening
- Encourages children to feel secure
- Values children's opinions
- Shows an awareness of children's individual needs and attempts to meet them.
- Allows them to develop to their full potential.

WHAT IS BULLYING?

Bullying can occur through several types of anti-social behaviour. It can be:-

- **PHYSICAL** - child can be physically punched, kicked, hit, spat at, etc.
- **VERBAL** - Verbal abuse can take the form of name calling.
- **EMOTIONAL** - A child can be bullied simply by being excluded from discussions/activities or play, with those they believe to be their friends.

Warning Signs and Symptoms of bullying

Changes in behaviour that may indicate that a child is being bullied include:

- Unwillingness to return to school
- Displays of excessive anxiety, becoming withdrawn or unusually quiet
- Diminished levels of self confidence
- Unexplained cuts and bruises
- Choosing the company of adults
- Displaying repressed body language and poor eye contact
- Difficulty in sleeping or experiences nightmares

AS A NURSERY:

- a) To provide an enabling and proactive environment in order to minimise opportunities for bullying
- b) Use any opportunity to discuss the appropriate way to behave towards each other. Circle time. Topics, persona dolls, when going outside, snack time etc.
- c) Deal quickly, firmly and fairly with any complaints, involving parents where necessary in a **POSITIVE AND CALM MANNER**.
- d) The Manager to Review the Nursery Policy and its degree of success
- e) The staff will continue to have a firm but fair approach to behaviour management. The rules should be few, simple and easy to understand
- f) Do not use materials or equipment which gives negative views of any group because of their ethnic origin, gender, etc
- g) Encourage children to discuss how they get on with other people and to form positive attitudes towards other people exploring what friendship is
- h) Encourage children to treat everyone with respect
- i) We will treat bullying as a serious offence and take every possible action to eradicate it from our Nursery. Follow ethos **BE KIND, CARE and SHARE**.
- j) Have suitable training to continue personal development within Behaviour management both on an individual and group basis.

- k) Implement the anti-bullying policy, and ensure that all staff are aware and know how to deal with incidents of bullying.

Ways the nursery receives a report of Bullying;

- A member of staff noticing that things are not as they should be
- The victim talking to a member of staff
- Other children talking to a member of staff
- Parents contacting the Nursery, sometimes requesting that the source of information be kept secret.

AS A PARENT:

- a) Look for unusual behaviour in your children. For example, they may suddenly not wish to attend nursery or they may regularly say that they feel ill
- b) Always take an active role in your child's education. Enquire how their day has gone and who they have spent their time with
- c) If your child encounters any problems at the Nursery inform the Nursery Manager IMMEDIATELY. Your complaint will be taken seriously and appropriate action will follow as soon as possible.
- d) It is important that you advise your child not to fight back. It can make matters worse! Tell them to ask for help and to tell any adult as soon as possible so the incident can be dealt with effectively.
- e) Try to ensure that your child maintains a positive image of themselves.

We will support children by following the **six steps of conflict resolution** as follows:

- Approach calmly, stopping any harmful actions
- Acknowledge all children's feelings
- Gather information from all parties
- Restate the problem
- Ask for ideas and solutions and choose one together
- Be prepared to give follow up support.

We will speak openly with parents/carers in order to formulate a mutual agreement regarding action to move the situation forwards in a way which meets individual needs. If necessary, outside agencies will be contacted in order to support the setting, child and parents/carers.

Staff

A Flying Start Nursery is committed to providing all employees a healthy and safe environment. A Flying Start Nursery will ensure that procedures exist to allow complaints of bullying to be dealt with and resolved within A Flying Start Nursery, with limiting any person's entitlement to pursue resolution of their complaint with the relevant statutory authority. A Flying Start Nursery is committed to the elimination of all forms of bullying.

This policy applies to all employees at A Flying Start Nursery. It applies during normal work hours, at work related or sponsored functions, and while travelling on work related business. There will be no recriminations for anyone who in good faith alleges bullying.

Definitions

Bullying is unwelcome or is unreasonable behaviour that demeans, intimidates or humiliates people either as individuals or as a group. Bullying behaviour is often persistent and part of a pattern, but it can also occur as a single incident. It is usually carried out by an individual but can also be an aspect of group behaviour (see "mobbing" below). Some examples of bullying behaviour are;

Verbal communication

- Abusive and offensive language.
- Insults
- Teasing
- Spreading rumours and innuendo
- Unreasonable criticism
- Trivializing of work and achievements

Manipulating the work environment

- Isolating people from normal work interaction
- Excessive demands
- Setting impossible deadlines.

Psychological Manipulation

- Unfairly blaming for mistakes
- Setting people up for failure
- Deliberate exclusion
- Excessive supervision
- Practical jokes
- Belittling or disregarding opinions or suggestions
- Criticizing in public.

Context is important in understanding bullying, particularly verbal communication. There is a difference between friendly insults exchanged by long-time work colleagues and comments that are meant to be or taken as demeaning. While care should be exercised, particularly if a person is reporting alleged bullying a witness, it is better to be genuinely mistaken than to let actual bullying go unreported.

Mobbing

Mobbing is a particular type of bullying behaviour carried out by a group rather than by an individual. Mobbing is the bullying or social isolation of a person through collective unjustified accusations, humiliation, general harassment or emotional abuse. Although it is group behaviour, specific incidents such as an insult or a practical joke may be carried out by an individual as part of mobbing behaviour.

Consequences of bullying

Bullying is unacceptable behaviour because it breaches principles of equality and fairness, and it frequently represents an abuse of power and authority. It also has potential consequences for everyone involved.

For those being bullied;

People who have been bullied often suffer from a range of stress-related illness. They can lose confidence and withdraw from contact with people outside the workplace as well as at work. Their work performance can suffer, and they are at increased risk of workplace injury.

For the employer

Besides potential legal liabilities, the employer can also suffer because of bullying can lead to;

- Deterioration in the quality of work.
- Increased absenteeism
- Lack of communication and teamwork
- Lack of confidence in the employer leading to lack of commitment to the job.

For others at the workplace;

People who witness bullying behaviours can also have their attitudes and work performance affected. They can suffer from feelings of guilt that they did nothing to stop the bullying, and they can become intimidated and perform less efficiently fearing that they may be the next to be bullied.

Responsibilities

Managers and supervisors

- Ensure that all employees are aware of the anti-bullying policy and procedures.
- Ensure that any incident of bullying is dealt with regardless of whether a complaint of bullying has been received.
- Provide leadership and role-modelling in appropriate professional behaviour.
- Respond promptly, sensitively and confidentially to all situations where bullying behaviour is observed or alleged to have occurred.

Employees

- Be familiar with and behave according to this policy
- If you are witness to bullying, report incidents to your supervisor.
- Where appropriate, speak to the alleged bully (ies) to object to the behaviour.

If you think you have been bullied;

- Any employee who feels he/she had been victimized by bullying is encouraged to report the matter to his/her supervisor.
- Where appropriate, an investigation will be undertaken and disciplinary measures will be taken a necessary.

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