

The TLC Nursery Federation

Chalvey Nursery School & Slough Centre Nursery School

Anti-Bullying Policy (for children)

This policy should be read in conjunction with the Behaviour & Rewards, Complaints, Equal Opportunities, Health & Safety, Restraint, Safeguarding, Special Educational Needs, & Whistle-blowing policies

Introduction

Bullying affects everyone, not just the bullies and the victims. It also affects those other children who watch. Bullying is not an inevitable part of everyday life or a necessary part of growing up, and it rarely sorts itself out, no one person or group, whether staff, child or parent/carer should have to accept this type of behaviour.

Why is an Anti-Bullying Policy Necessary?

The school believes that its pupils have the right to learn in a supportive, caring and safe environment.

All institutions, both large and small, contain some members with the potential for bullying behaviour, If the school is well disciplined and organized, it can minimize the occurrence of bullying. The school has a clear policy on the promotion of good citizenship, where it is made clear that bullying is a form of antisocial behaviour. It will not be tolerated,

It is important that the policy promotes this belief , where staff, children and parents/carers are fully aware that bullying complaints will be dealt with firmly, fairly and promptly.

What is Bullying?

Bullying can occur through several types of antisocial behaviour. It can be:

- PHYSICAL

Someone can be physically punched, kicked, hit, spat at etc.

- VERBAL

Verbal abuse can take the form of name calling. It may be directed towards individuals of a certain gender, ethnic origin, physical/social disability, or personality etc.

- EMOTIONAL

Someone can be bullied simply by being excluded from discussions/activities, with those they believe to be their friends,

What Happens if a Child Feels Bullied

If a child feels he/she is being bullied we encourage them to TELL someone - a carer/member of staff.

Parents/carers and staff will share concerns and work together to raise the child's self-esteem and teach strategies to deal with situations e.g. 'Say No' or walk away, tell other children 'I don't like that, please don't do it'. The child is supported by parents/ carers and staff in using strategies whilst the situation is being monitored.

As a Parent/Carer:

- . Look for unusual behaviour in your child. For example, they may suddenly not wish to attend school or they may regularly say they are ill.
- . Always take an active role in your child's education. Enquire how their day has gone and who they have spent their time with. Do not ask questions such as 'has someone been nasty to you, who has hit you' as they will feel they need to give you an answer and it may not be the true one.
- . If your child encounters problems at school inform the school immediately. Your concern will be taken seriously and appropriate action will follow.
- . It is important to advise your child not to fight back. It can make matters worse. Tell them to ask for help.
- . Try to ensure your child maintains a positive image of themselves.

As a School:

- . Use any opportunity to discuss the appropriate way to behave towards each other.
- . Teach strategies and support children in using them.
- . Review the school policy and its degree of success.
- . The staff will continue to have a firm but fair discipline structure. The rules are few, simple and easy to understand.
- . Not to use teaching materials or equipment which give negative views of any group because of their ethnic origin, gender etc.
- . Encourage children to discuss how they get on with other people and to form positive attitudes towards other people. This can be done in a variety of ways including Circle Time.
- . Encourage children, staff and parents/carers to treat everyone with respect.
- . Treat bullying as a serious offence.

Action to be Taken When Bullying is Suspected

If bullying is suspected we talk to the suspected victim, the suspected bully and any witnesses. If any degree of bullying is identified we will provide help and support.

We support the victims in the following ways:

- . By offering them an immediate opportunity to talk about the experience with their key person, class teacher or another adult.
- . Informing the victim's parents/carers.
- By offering continuing support when they feel they need it.
- Monitoring the situation.

We also discipline, yet try to help bullies in the following ways:

- By talking about what has happened, to try to discover why they became involved.
- Informing the bully's parents/carers.
- By continuing to work with the bullies in order to stop the bullying.

Disciplinary Steps

In extreme cases if bullying does not stop the bully will be suspended for a minor fixed period (two days).

