

Tulips Day Nursery

Policy for Dealing with Bullying

POLICY FOR DEALING WITH BULLYING

Definition

Bullying can be described as being 'a deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully. Bullying can range from ostracising, name-calling, teasing, threats and extortion, through to physical intimidation, assault on persons and/or their property. It can be an unresolved single frightening incident that casts a shadow over a child's life, or a series of such incidents.'

Staff, parents and children at The Tulips Day Nursery work together to create a happy, caring and safe learning environment. Bullying, whether verbal, physical or indirect, is not tolerated. It is everyone's responsibility to try to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

Research has shown, repeatedly, that the extent of bullying is greatly underestimated.

Bullying may be brought to the attention of any member of staff by the victim(s), their friend(s), their parent(s) or other interested people.

Aims

- ◆ To provide a safe, caring environment for the whole Nursery, especially the children in our care.
- ◆ To instil in children that bullying is unacceptable and that reports of bullying will be taken seriously, recorded and acted upon.
- ◆ To reassure children that they will be listened to and will know that it is all right to tell.
- ◆ To heed parents and keep them informed of actions taken in response to a complaint.
- ◆ A full investigation will follow any report of bullying with detailed records kept of incidents, reports and complaints.
- ◆ To take appropriate action, including exclusion in cases of severe bullying.
- ◆ To monitor incidents of bullying during the year by the Manager.

Strategy for Dealing with Bullying

In dealing with bullying, staff at The Tulips Day Nursery follow these fundamental guidelines.

- ◆ Never ignore suspected bullying.
- ◆ do not make premature assumptions.
- ◆ Listen carefully to all accounts – several pupils with the same version does not mean they are telling the truth.
- ◆ Adopt a problem-solving approach that moves pupils forward from self-justification.
- ◆ Follow up proven cases to check bullying has not returned.
- ◆ Keep detailed records.

Strategies have been introduced at The Tulips Day Nursery to reduce bullying. These strategies cover raising awareness about bullying and the Anti-bullying Policy, increased understanding for victims and teaching pupils how to manage relationships in a constructive way.

Staff should apply one or more of the strategies below, depending on the perceived seriousness of the situation. The emphasis should always be one of showing a caring and listening approach.

In response to a complaint of bullying, the discipline procedures of The Tulips Day Nursery should be followed, with staff making a full investigation, keeping detailed records and applying sanctions as necessary.

The procedures should be followed by the Manager or a member of the Senior Management Team.

1. Discuss the nature of the bullying with the 'victim' at length, recording all the facts. This will require patience and understanding.
2. Identify the bully/bullies and any witnesses.
3. Interview witnesses.
4. Discuss the incident(s) with the alleged bully/ies. Confront them with the allegations and ask them to tell the truth about the situation/incident. Make it clear that this is only an investigation at this stage.
5. If the bully owns up, make it understood that bullying is not acceptable at nursery and what effect it has on the education of the victim and the rest of the children in the nursery. Apply sanctions relevant to the type of bullying.
6. If the allegation of bullying is denied, investigate further. If there is sufficient evidence that the bullying occurred, apply relevant sanctions.
7. Hold separate discussions with parents of bully and victim.
8. Sanctions for the bully include:
 - withdrawal from favoured activities, for example nursery visit
9. Provide a Pastoral Support Programme for the victim with a mentor monitoring and observing at break times and lunchtimes, and through discussion to make sure there is no repetition.
10. Provide a Pastoral Support Programme for the bully. This will include a Behaviour Support Programme and opportunities in circle time or groups for the child/ren to discuss relationships, feelings and the effect bullying can have on individuals. A mentor person will support the child during this programme.

In order to reduce incidents of bullying and recognise bullies, at the nursery, all staff watch for early signs of distress in pupils. We listen, believe, act.

There are posters on notice boards advertising how children can report bullying and dissuading children from bullying. The Childline and DfES Bullying website addresses are displayed prominently.

Bullying off the Nursery Premises

The nursery is not directly responsible for bullying off the nursery premises; however, if both the victim and the bully are from the nursery action will be taken as if the incident has occurred within the nursery, and this includes informing parents.

Where possible, the nursery will support pupils who have been bullied, especially on their way to or from nursery, by other persons.

The following steps should be taken.

- ◆ Talk to the pupil(s) and parents involved.
- ◆ Talk to the Police about problems on the local streets.
- ◆ Talk to the local transport company, if bullying is occurring on buses.
- ◆ Talk to pupils about how to avoid or handle bullying situations.

Bullying Directed Towards Race, Gender, Sexual Orientation or Disability

The nursery will not tolerate bullying against anyone because of his or her race, gender, sexual orientation or disability. The nursery will take preventative action to reduce the likelihood of bullying incidents of this nature occurring. Stereotypical views are challenged

and pupils learn to appreciate and view positively differences in others, whether arising from race, gender, ability or disability.

Racial Bullying/Harassment

Racial bullying will not be tolerated in nursery and will be treated severely. If a child receives verbal abuse, physical threats or attacks, or if a pupil brings racist literature into nursery, incites others to behave in a racist way or writes racist insults, the strategies in the Policy for Education for Ethnic Diversity will be implemented.

A full investigation will be carried out, recording incidents in a separate incident book. The nursery has a duty to develop children's understanding of ethnic diversity issues and explore racial tolerance in PSHE and Citizenship lessons and in Religious Education lessons.

The nursery guarantees confidentiality and support for those being bullied. Racial incidents are reported to the Directors as required.

Special Education Needs or Disabilities

Pupils with special educational needs or disabilities might not be able to articulate experiences as fluently as other children. However, they are often at greater risk of being bullied, both directly and indirectly, and usually about their specific disability.

The nursery makes sure the behaviour of staff does not trigger bullying unintentionally. They should avoid undue attention towards SEN children compared with others, and should not make comments based on pupils' appearance or perceived character e.g. boys playing football poorly should not be told they play like girls.

We try to make classroom activities and lessons sensitive to such children's needs. We teach assertiveness and other social skills and teach victims to say 'No' or to get help. A named mentor is appointed for the pupil to confide in.

If the bullying is serious, the nursery undertakes a full investigation, including a full discussion with witnesses, recording incidents in the incident book and contacting parents. Discipline procedures are implemented.

High attainers, gifted or talented pupils can also be affected by bullying. Teachers should treat this as seriously as any other type of bullying.

Further information

Useful Documents and Resources

CSIE	Index for Inclusion 2000: Developing Learning and Participation in Nurserys
CRE 2000	Learning for All – Standards for Racial Equality in Nurserys
DfEE	The Use of Force to Control or Restrain Pupils (Circular 10/98)
DfEE/Home Office	Social Inclusion: Pupil Support 10/99
DfEE/ Home Office	Nursery Security: Dealing with Troublemakers 1997
Ofsted	Raising the Attainment of Minority Ethnic Pupils 1999
Scottish Council for Education Research	Second SCRE Anti-bullying Pack 1993
The Stationery Office	Bullying – Don't Suffer in Silence (Circular 0064/2000) An Anti-bullying Pack for Nurserys
The Stationery Office	Discipline in nurserys: Report of the Committee of Enquiry Chaired by Lord Elton 1989 (Reprinted 1997)