

Anti-Bullying Policy

Rationale – or why we do it

Bullying, in any form, is considered unacceptable at Grosvenor Nursery School and Day Care Centre. This relates to instances involving children, staff or parents/carers.

We define bullying as the deliberate repeated harassment of others through emotional, physical, psychological or verbal abuse.

Intent

- To promote the good health of the children in our care, in line with the safeguarding and welfare requirements of the Statutory Framework for the Early Years Foundation Stage.
- To provide a supportive, caring and safe environment without fear of being bullied.

Implementation

Preventing Bullying Behaviour

Nursery staff will promote an anti-bullying ethos, and environment, in the following ways:

- Encouraging caring and nurturing behaviour
- Playing and working for a caring and co-operative ethos
- Discussing friendships and encouraging paired, group and team play
- Encouraging children to report bullying without fear
- Staff will discuss the issues surrounding bullying, including why bullying behaviour is not acceptable
- Staff will discuss the consequences of bullying behaviour

Responding to bullying behaviour

We acknowledge that despite all efforts to prevent it, bullying behaviour can occur on occasion.

Any behaviour that is considered to amount to bullying will be recorded and addressed with the individual concerned.

In the case of a child, this will be within the framework and procedures of the school's Behaviour Policy. Should such incidents occur, the staff will respond in accordance with the following principles:

- We show the children who have been bullied that we are able to listen to their concerns and act upon them
- We address incidents thoroughly and sensitively
- We intervene to stop the child who is bullying from harming the other child or children

- We explain to the child doing the bullying why her/his behaviour is not acceptable
- We give reassurance to the child, or children, who have been bullied
- We reassure them that what they say will be taken seriously and handled sympathetically
- We help the child who has done the bullying to recognise the impact of their actions
- We make sure that children who bully receive positive feedback for considerate behaviour and are given opportunities to practise and reflect on considerate behaviour
- Will support the individual who has been bullied, keeping them under close supervision and checking their welfare regularly
- We do not label children who bully as 'bullies'
- We recognise that children who bully may be experiencing bullying themselves, or be subject to abuse or other circumstances causing them to express their anger in negative ways towards others
- We recognise that children who bully are often unable to empathise with others and for this reason we do not insist that they say sorry unless it is clear that they feel genuine remorse for what they have done. Empty apologies are just as hurtful to the bullied child as the original behaviour
- Incidents of bullying will be recorded on an incident log
- Serious incidents of bullying will be reported to the Headteacher
- If bullying behaviour persists, more serious actions may have to be taken, such as suspensions, or exclusion

Allegations of bullying involving members of staff will be dealt with through the framework and procedures of the school's discipline and grievance policy.

Any instances of behaviour that amount to bullying of staff by users of our services will be reported to and dealt with by the Headteacher and/or Day Care Manager.

Impact

The school will regularly review its procedures in respect of bullying, to ensure that practices are relevant and effective.

Parental Involvement

We discuss what has happened with the parents of the child who did the bullying and work out, with them, a plan for handling the child's behavior.

We share what has happened with the parents of the child who has been bullied, explaining that the child who did the bullying is being helped to adopt more acceptable ways of behaving.

Grosvenor Nursery School and Day Care Centre November 2023

To be reviewed November 2025