Anti Bullying Policy

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We aim to create an environment and ethos which protects individuals and helps children learn positive behaviours. We do not tolerate bullying of any kind at Woodfield Nursery School and treat it very seriously. We regard the promotion of **British Values** as fundamental to our approach. We recognise the developmental stage and age of children who attend the school and will take action to support them to express their emotions and feelings in appropriate ways through our PSED curriculum and by modelling positive behaviour strategies.

What is bullying?

We define bullying as behaviour which:

- Is a deliberate attempt to hurt or humiliate someone
- Is persistent and takes place on more than one occasion
- Makes it difficult for the victim to defend themselves
- Can be carried out by an individual or a group

Isolated incidents are taken seriously and dealt with in accordance with the Behaviour management Policy, but we recognise that there is a difference between those occasions and bullying.

We recognise that bullying can take any form, examples include:

- Physical: harassment – hitting, punching, taking belongings
- Verbal: name calling, teasing, threatening, racist remarks
- Indirect: spreading nasty rumours, excluding someone from special groups Cyber bulling (online)

We are aware of the effects of bullying behaviour on children. Bullying can seriously affect emotional, physical and psychological health, as well as impacting on learning.

We aim to prevent bullying by:

- Using group times/circle times to promote a positive ethos
- Ensure staff are fully trained in recognising signs of bullying and use positive behaviour strategies at all times
- Building trusting relationships, promoting respect and valuing children as individuals
- Promoting self-esteem through our PSED curriculum we enable our children to speak out confidently and know that they will be listened to.
- Stories, drama and imaginative role play activities are used to explore relationships and to encourage co-operative interaction
- Discussions with children to talk about likes and dislikes and to be a 'telling school'
- Ensuring children are safe when using ICT at school through careful monitoring and filtering processes

- Prompting discussion about online safety through the use of stories such as Digi-Duck and Webster's Email
- Informing parents on how to keep their child safe online
- Keeping a written record of incidents – this can help to spot patterns of behaviour
- Encouraging parents to discuss any worries about their child with the school in order that we can support the child

Managing Incidents

- We will always keep a written record of the incident
- All nursery adults take reports/incidents of bullying seriously, responding calmly and acting as quickly as possible to establish what has happened by listening to, and talking with those involved, including any witnesses.

We may use some/all of the following strategies:

- Comfort, support and reassure the victim
- Encourage empathy with the victim from the bully
- Make it clear to the bully what was wrong with the behaviour and why.
- Provide supported opportunities for the victim and the bully to play together, to build a different kind of relationship
- Involve parents and carers
- Share concerns at staff meetings
- Always follow Woodfield Positive Behaviour Policy
- Seek support from external organisations where appropriate
- Develop a learning plan to encourage positive behaviours

Due to the age and stage of development of the children at Woodfield Nursery School, it is important for all staff to be clear regarding the patterns of normal behaviour of very young children, and to share this information with parents and carers. We do not tolerate bullying of any kind and will work to support all those involved (including those who bully) to find the root cause of the problem and work to resolve it.

Parents/carers will be made aware of the school's policy on positive behaviour during parents' preliminary visits to the school.

The Headteacher will be fully informed of any incidents of bullying within the school and will report termly on any incidents to the Governing Body.