ANTI BULLYING POLICY AND PROCEDURE

Statement of Intent

English Russian Vishenka Nursery is committed to providing a caring, friendly and safe environment for all of our Children. We respect that everyone in the Nursery community has a right to be happy and feel safe in the Nursery. **Bullying is not tolerated at English Russian Vishenka Nursery. It will never be passed off as banter, or part of growing up, or part of the rough and tumble of Nursery life.**

The aim of this policy is:

- to ensure that all children may learn without fear;
- that they grow up in a positive and happy atmosphere;
- that they understand how to behave towards each other and that they feel safe in Nursery.

If bullying does occur, all Children should be able to tell and know that incidents will be dealt with promptly and effectively. This means that anyone who knows that bullying is happening is expected, and feels confident to, tell a member of staff. Members of staff will listen and act.

This policy forms part of the Nursery's commitment to safeguard and protect children and should be read in conjunction with the following policies: Safeguarding & Child Protection and Managing Behavior

What is Bullying?

Bullying is the deliberate behavior by an individual or group over a period of time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyberbullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent.

Low-level disruption and the use of offensive language can in itself have a significant impact on its target. If left unchallenged or dismissed as banter or horseplay it can also lead to reluctance to report other behavior. Early intervention can help to set clear expectations of the behavior that is and isn't acceptable and help stop negative behavior escalating into bullying.

What does bullying look like?

Bullying behavior can be physical, verbal or emotional and includes:

- **Emotional**: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- **Physical**: pushing, kicking, hitting, punching, threats, physical intimidation, assault on persons or property, or any use of violence
- **Verbal**: name-calling, sarcasm, spreading rumors, teasing
- **Sexual:** unwanted physical contact or sexually abusive comments, sexting (see Safeguarding and Child Protection Policy)
- **Racist, faith-based or cultural**: remarks and taunts, graffiti, gestures
- **Homophobic**: because of, or focusing on, the issue of sexuality
- **Transphobic**: bullying based on prejudice or negative attitudes, views or beliefs about trans people. Transphobic bullying affects young people who are trans but can also affect those questioning their gender identity as well as students who are not trans but do not conform to gender stereotypes.
- **Related to special educational needs (SEN) and disability** : these children may lack level of social confidence and competence to protect themselves
- **Cyber:** all areas of internet, such as email & internet chat room misuse, and misuse of social media such as Facebook and What's App, misuse of associated technology , i.e. camera and video facilities

- **Mobile phone**: sending abusive or threatening text messages, in or out of Nursery time, or using another's phone to send hurtful or misleading texts, making abusive or threatening phone calls, sexting

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the 'bystanders' or 'accessories'.

Cyber-bullying
The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside Nursery. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click.

Prejudice Related Bullying
Under the Equalities Act 2010 it is against the law to discriminate against anyone because of:

- Age
- Disability
- Race including color, nationality, ethnic or national origin including Gypsy Roma, Travelers
- Religion, belief or lack of religion/belief
- Sex / gender
- Sexual orientation
- Being or becoming a transsexual person
- Being married or in a civil partnership
- Being pregnant or having a child

These are called '*protected characteristics*'. As part of the requirement on Nurseries to promote fundamental British values, Nurseries must proactively challenge derogatory and discriminatory language and behaviour including that which is racist, homophobic, biphobic, transphobic and disabilist in nature. We will record these types of bullying, even that which represents a one-off incident, and if necessary report them to the local authority for monitoring purposes.

Other vulnerable groups include

- bullying related to appearance or health
- bullying of young carers or looked after children or otherwise related to home circumstances

Although the above do not currently receive protection under the Equality Act 2010, bullying for these reasons is just as serious. There is no hierarchy of bullying – all forms should be taken equally seriously and dealt with appropriately.

Signs and Symptoms of Bullying

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- changes their usual routine
- is unwilling to go to Nursery (Nursery phobic)
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in Nursery work
- comes home with clothes torn or books damaged
- has possessions that "go missing"
- has unexplained cuts or bruises
- self-harm
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber-message is received

These signs and behaviors could indicate other problems, but bullying should be considered a possibility and should be investigated.

Why is it important to respond to Bullying?

Everybody has the right to be treated with respect. Bullying hurts. No one deserves to be a target of bullying. Bullying can cause psychological damage and even suicide. It is recognized that repeated bullying incidents or a single serious incident may lead to consideration under Child Protection procedures (see Safeguarding and Child Protection Policy and Keeping Children Safe in Education 2022). Children who are bullying need to learn different ways of behaving. Their bullying behavior might well be a function of trauma in their own lives. This is why we have a responsibility to respond promptly and effectively to issues of bullying, to safeguard the victim and quite possibly the perpetrator too. Bullying behavior may be an indication that the bully is, or has been, themselves a victim of bullying or abuse. Incidents should always be discussed with the Nursery Manager and the DSL as further action e.g. counseling or referral to social services may be appropriate.

Objectives

- To provide a safe, friendly and caring environment for the whole Nursery community, especially the children in our care
- To instill in children that bullying is unacceptable and that reports of bullying will be taken seriously and acted upon
- To reassure children that they will be listened to and will know that it is all right to tell
- To investigate fully any report of bullying and keep records of incidents, reports and complaints
- To heed parents and keep them informed of actions taken in response to a complaint
- To take appropriate action, including the possibility of exclusion in cases of severe bullying
- To monitor any incidents of bullying during the year, and continue monitoring even after action has been taken

Prevention

The Nursery uses appropriate approaches and methodologies for helping to prevent bullying:

- All governors, teaching and non-teaching staff, Children and parents will have an understanding of what bullying is, will know what the Nursery policy is on bullying, and what they should do if bullying arises: *Vishenka Nursery* has a yearly **anti-bullying week** to focus on the training of prevention of bullying for staff and Nursery Assistants and to ensure all members of the Nursery community are aware of the Nursery's bullying policy and procedures
- Staff undergo regular training in safeguarding which includes how to identify the signs of bullying and how to prevent it
- The curriculum includes planned learning activities to work on promoting an anti-bullying culture: in areas such as PSHE, assemblies, projects, stories, literature (reading stories about bullying), role play, discussions about bullying and why it matters
- *Vishenka Nursery* has a vigilant pastoral care actively safeguarding and promoting the welfare of children and their happiness at Nursery, true to the Nursery's ethos
- Create an effective learning environment in which contribution of all children is valued
- Stereotypical views will be challenged and children will learn to appreciate and view positively differences in others, whether arising from race, culture, gender, sexuality, ability or disability
- Children will learn to take responsibility for their actions and behaviour both in Nursery and in the wider community
- All forms of bullying and harassment are challenged
- Encouraging Children to tell an adult whenever they feel unsecure or harassed and to know that any incident will be dealt with by an adult
- Adopt problem solving approach that moves Children forward from self-justification
- By acknowledging that to allow or condone bullying may lead to consideration under Child Protection procedures.

Procedures

Bullying may be brought to the attention of any member of staff by the target, their friend, their parents or other adult in the Nursery community. Staff will undertake to follow the procedures detailed below:

1. Never ignore suspected bullying – listen, believe, act – without prejudice
2. Listen carefully to all accounts (several Children with the same version does not necessarily mean they are telling the truth)
3. Avoid premature assumptions
4. Report bullying incidents to the Nursery Manager or other member of senior staff
5. Record on the **Nursery Incidents Book** all details of conversations in all cases where bullying is reported by a child
6. The Nursery Manager will investigate bullying behaviour or threats of bullying.
7. Where allegations are substantiated point out to the perpetrator that what he/she is doing constitutes bullying behaviour and that such behaviour must stop immediately
8. If the behaviour continues the parents would be informed and an appropriate Program for dealing with Bullying instigated. (See Appendix 1) - the aim would be to help the bully (bullies) change their behaviour
9. The person being bullied must be supported and confidentiality maintained, as must the person bullying
10. In serious cases, parents would be informed immediately and asked to come in to a meeting to discuss the problem with the child
11. If the discipline procedure proves ineffective the staged procedure for exclusion may have to be invoked
12. In extreme cases consultation with the Nursery Supervisor may be necessary to consider if appropriate to inform the police

Outcomes

1. The bully (bullies) may be asked to genuinely apologize. Other consequences may occur, such as a detention or removal from a room.
2. In serious or reoccurring cases, exclusion may be considered
3. If possible, the Children will be reconciled
4. After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
5. If considered necessary a Pastoral Support Program will be provided for both the target and bully. This will involve the Nursery Supervisor , Nursery Assistants and a mentor (See Appendix 1 Plan for dealing with bullying)
6. Detailed records of all procedures undertaken will be kept in the **Nursery Incidents Book**

Further information and guidance can be found in Appendix 2.

APPENDIX 1

A PROGRAMME FOR DEALING WITH BULLYING

Every detail of the bullying incidents and those involved must be recorded in the notes of each of the children involved, in the Nursery Incidents Book and in the Safeguarding Records

The form Nursery Assistants and the Nursery Supervisor must be informed

Opportunities for further bullying must be prevented – e.g. bully may have movements restricted particularly when adult supervision is less structured. He or she may not be allowed in the normal playground or lunchroom.

The bully may be put on a daily report where each Nursery Assistant or assistant reports on his/her behaviour for each separate lesson, lunch and playtime. The report card must be shown to Nursery Assistant at the end of the day or to a specified member of staff

Parents must be informed and may be part of the daily report

The bully victim should have the opportunity to report to his Nursery Assistant or the Nursery counselor on a regular basis until he or she is feeling better and can confirm that the bullying has stopped.

The bully may have regular meetings with the Nursery Manager in order to unpick why he or she might feel the need to bully and also to change the pattern of bullying

A review date should be fixed and agreed with the Nursery Assistants, parents, the Nursery Manager and the children involved to ensure that the bullying has stopped and that the sanctions may be lifted

If no progress is made and further incidents of bullying occur a period of exclusion may be enforced at the discretion of the Nursery Supervisor .
Keeping records at every stage is essential.

APPENDIX 2

Further information

- DfE Behaviour and Discipline in Nurseries Guidance
- Mental health and behaviour in Nurseries advice for Nursery staff
- Counselling in Nurseries a blueprint for the future: advice for Nursery leaders and counselors
- Keeping Children Safe in Education (KCSIE)
- Working together to safeguard children

Legislative links

- Nurseries' duty to promote good behaviour: Section 89 Education and Inspections Act 2006 and Education (Independent Nursery Standards) (England) Regulations 2014
- Power to tackle poor behaviour outside Nursery (Education and Inspections Act 2006 Section 89(5))
- The Equality Act 2010

Specialist organizations

- **Anti-bullying Alliance (ABA)** - www.anti-bullying.org - brings together more than 65 organizations with the aim of reducing bullying and creating safer environments in which children and young people can live, grow, play and learn.
- **Mencap** – www.mencap.org Mencap is a learning disability charity that provides information and support to children and adults with a learning disability, and to their families and carers.
- **Stonewall – www.stonewall.org.uk**
- **The lesbian, gay, bisexual and transgender charity - Educational Action Challenging Homophobia (EACH)** – www.eachaction.org.uk Educational Action Challenging Homophobia (EACH) is a charity and training agency helping people and organizations affected by homophobia. The website gives guidance, contact details and a freephone helpline.
- **School's Out** – www.Nurseries-out.org.uk
- **Childnet International** – www.childnet-int.org - The UK's safer internet center
- **NSPCC/ChildLine- www.nspcc.org.uk, www.childline.org.uk**
- ChildLine is a private and confidential service for children and young people up to the age of 19. NSPCC run several campaigns to support young people around bullying and internet safety
- **Show Racism the Red Card – www.theredcard.org.uk**