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Rockwood Nursery School

# ANTI-BULLYING POLICY

We aim to create an environment and ethos which protects individuals and helps children to learn new behaviour.

## 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 School Discipline and Behaviour Policy, but we recognise that there is a difference between those occasions and bullying.

We recognise that bullying can take on many forms, examples include:

- ❑ physical - harassment – hitting, punching, taking belongings
- ❑ verbal - name-calling, teasing, threatening, racist remarks
- ❑ indirect - spreading nasty rumours, excluding someone from special groups

We are aware of the effects of bullying behaviour on children's emotional, physical and psychological health, as well as on learning.

## Aims:

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. We aim, as a school, to produce a safe and secure environment where all can learn without anxiety. This policy aims to produce a consistent school response to any bullying incidents that may occur.

Updated 17/09/2018

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

### **Stopping bullying happening:**

It is the responsibility of all within the school to maintain the ethos and discipline codes which have been agreed. Pupils need good models from adults, from which they may develop their own self-discipline. We are committed to:

- Focusing on what is going well,
- Giving plenty of praise (but avoid overdoing this – it needs to keep its value),
- Making clear that it is the behaviour we do not want – not the child,
- Drawing attention to good behaviour,
- Giving clear and regular reminders of what is expected,
- Teaching good behaviour / manners through own conduct,
- Setting an example ourselves, in dress, manner, courtesy and care.

Similarly, we expect all adults to treat one another with respect so that appropriate models of behaviour are recognised by the children. If an adult feels bullied by another: parent, staff or governor, this should be immediately reported to the Head Teacher.

Strategies for preventing bullying include:

- using group times/circle times to promote a positive ethos.
- promoting self-esteem through our PS & E curriculum
- 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'
- 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.

### **Keeping Children Safe**

It should be remembered that the whole purpose of any action taken by staff against bullies is to enable all pupils to come to school and to enjoy a happy and secure environment. Parents, pupils and staff should be left in no doubt that bullying, in all its forms, will not be tolerated.

All staff watch out for early signs of distress, which may include deterioration of work, unexplained illness, isolation, the desire to remain with adults and erratic attendance. Staff understand that whilst these behaviours may be symptomatic of other problems, they may be early signs of bullying.

## **If bullying does occur**

- Pupils are encouraged to find the help of an adult they trust and to stay where there are plenty of other pupils about and where an adult can see them.
- In the first instance, staff will deal with incidents of bullying in the classroom and then report instances of bullying to the Headteacher who will take action where deemed necessary. This may include discussing with the whole staff or an individual teacher, establishing additional strategies to overcome the difficulties caused by bullying and discussing with those pupils involved within a peer group support approach.

## **Managing Incidents**

- We will always keep a written record of the incident
- All nursery adults take reports/incidents of bullying seriously, responding calmly and taking action as quickly as possible to establish what has happened by listening to, and talking with those involved, including 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 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 the School Discipline and Behaviour Policy

We never bully the bully – this would give credibility to the behaviour.

Due to the age and stage of development of our children, 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.

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

The headteacher will report termly on bullying incidents to the governing body, including nil returns.