

## Stepping Stones Alfreton's Anti-Bullying policy

Definition: - Bullying is deliberate hurtful behaviour that happen over a period of time and it is not falling out with a friend or something that happens once or twice.

Bullying can take many forms: -

Verbal: - e.g. name calling, teasing, insulting, writing notes, making threats.

Physical: - e.g. hitting, kicking, spitting, removing belongings, damaging property.

Emotional: - ostracising, tormenting, spreading rumours, gesturing.

Cyber bullying.

Racial abuse.

Homophobic abuse.

Young children often enjoy rough and tumble play – for example when pretending to be superheroes or pretending to use weapons. This type of play is not bullying and is allowed, as long as rules and boundaries are put in place so that children know what is and what isn't acceptable and that they should never intentionally hurt their friends.

### Staff's role

Staff engage in ongoing observations and assessments on all children to identify bullying or changes in behaviour that may indicate a child is being bullied.

Staff will take seriously all reported incidents of bullying and not dismiss verbal or emotional bullying as less serious than physical bullying.

Staff will remain vigilant and be aware that bullying can often be hidden.

Staff will understand the dynamics of bullying and that the bully is often an emotionally distressed child who requires appropriate support as well as non-acceptance of behaviour.

Staff will be familiar with positive behaviour management techniques and will implement these in the setting to ensure all children are praised for good behaviour and as a result will feel happy, settled and welcomed within the setting. As a result, less bullying should occur.

Staff should liase with all parties involved, should bullying arise, to try to prevent any future bullying, provide any appropriate support and teach that bullying is not acceptable.

### Manager's role

The manager will ensure that all children feel safe within nursery and that children are taught through song time, story time, group discussions and circle time, the importance of being kind to our friends.

The manager will ensure that all staff are familiar with our anti-bullying policy, know any tell-tale signs of bullying and take all incidents seriously.

Recognise that young children often do not intend to hurt people and that they are still developing cognitively and emotionally. Therefore the manager will ensure that all staff help children to manage and display their emotions appropriately.

Parent's role.

Parents should be familiar with our anti-bullying policy and should report any suspected cases of bullying (whether their child is being bullied or their child is the bully) to the manager immediately.

Parent's should encourage their children to display positive behaviour and to follow rules and boundaries.

E.Walters

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