



Anti-Bullying Policy

At Creative Stars we believe that every child has the right to a safe and secure environment in which to learn and achieve success. We acknowledge that bullying may take place and recognise that this can cause physical, social and/or emotional harm to children and can affect their ability to reach their potential both socially and academically. This policy outlines our strategies for preventing and tackling bullying and has been drawn up through the involvement of the whole nursery community.

'Bullying is the intentional (physical or emotional) hurting of one person by another, where the relationship involves an imbalance of power. It is usually repetitive or persistent, although some one-off attacks can have a continuing harmful effect on the victim'.

(Anti-Bullying Alliance)

Bullying can take many forms and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, or because a child is adopted or has caring responsibilities.

Through this policy we aim to provide a safe and secure environment where everyone can learn without anxiety or fear.

Objectives

- ★ To ensure all staffs are aware that bullying is regarded as unacceptable;
- ★ To make clear each person's responsibilities with regard to the eradication of bullying;
- ★ To ensure children know what bullying is and what to do if it occurs;
- ★ To respond consistently to any bullying incidents;

Preventative Measures

In order to try to prevent bullying the nursery:

- ★ Takes a 'zero tolerance' approach
- ★ Expects all staff to be vigilant for signs of bullying
- ★ Encourage children to tell someone if they feel they (or someone else) are being bullied. Children are told they can tell any adult within the setting, whom will then deal with the incidents accordingly.
- ★ Participate in national and local initiatives such as Anti-bullying week

Reporting and Managing Incidents

All concerns about bullying will be investigated promptly and thoroughly by a member of the Management Team.

Wherever possible a restorative discussion will then take place to enable the wrongdoer to understand and change their behaviour and repair the harm. The bully will always be informed that such behaviour is unacceptable. A record of the incident will be completed using the nursery incident form pro-forma which will be used as a means to monitor the situation.

Support for Children Involved

If the situation is confirmed as one of bullying, the nursery will provide support for both the victim and the perpetrator and will discuss the situation fully with parents. Victims will be:

- ★ Reassured that the situation is being taken seriously
- ★ Encouraged to confide in a trusted adult if the bullying continues
- ★ Helped to develop appropriate assertive skills, e.g. by saying 'Stop it, I don't like it' and 'No thank you'
- ★ Supported to develop a friendship group

Perpetrators will be:

- ★ Made aware of the seriousness of their actions
- ★ Supported to understand the impact of their behaviour on the victim
- ★ Expected to try and repair the harm done (with support).

This policy was reviewed on: 20.05.19

Date of next review: 20.05.20