



The
Lloyd Williamson
Nurseries

Anti-Bullying
Policy

What is Bullying?

Bullying is purposeful and repeated action conducted by an individual or group and directed against an individual who may or may not be able defend himself/herself in the situation. This definition includes bullying in all its forms, whether racial, gendered, cultural, ageist or have other bias/prejudice in its root motivation.

Bullying can take different forms:

- Verbal bullying: name calling, use of threatening or provocative language, etc
- Psychological bullying: excluding an individual from group play, refusing to talk to or even acknowledge an individual
- Physical bullying: hitting, kicking, grabbing an individual; taking or hiding another's property etc.

It is very rare for bullying to take place in the Nursery, as bullying is repeated behaviours by a child intending to cause physical or emotional harm to another child. Children in their pre-school years are learning how to behave appropriately in a larger social group and while there may, at times, be incidents of one child harming another e.g. hitting or pushing, but these are rarely intended to cause harm. Instead, these behaviours may be an immature expression of frustration or an inappropriate way to get a toy or resource. As children learn to share, take turns and meet social expectations, and as they develop empathy and problem-solving/conflict management skills, incidents of harming behaviour should become less frequent.

The following (non-exhaustive) list of examples of unacceptable behaviours, when repeated, targeted and intentionally hurtful, may be considered bullying behaviours:

- Physical acts such as hitting, kicking, pushing, material harm such as taking/stealing money or possessions.
- Verbal acts such as saying mean and hurtful things, making fun of others, name calling.
- Omission – leaving someone out of a game, refusing to work with someone in a group.
- Electronic acts – using online platforms to carry out the acts noted above, impersonating someone online to cause hurt, sharing images online to embarrass someone.

At The Lloyd Williamson Nurseries we acknowledge that bullying happens from time to time and that it would be unrealistic to claim that it does not. When assessing incidents, we aim to decide on whether to classify it as bullying, the school will consider the following criteria:

- Severity and significance of the incident
- Evidence of pre-meditation
- Impact of the incident on individuals (physical/emotional)
- Impact of the incidents on the wider school community
- Previous relationships between those involved
- Any previous incidents involving the individuals

We will always account for the child's individual capacity to understand the impact of their behaviour, e.g. due to development, age, disability or delay.

Recognising Bullying Behaviour

Bullying can be an emotive issue and it is essential to use supportive and understanding language when discussing incidents. We will not refer to a child as a 'bully', nor will we refer to a child as a 'victim'. Instead, we will say:

- A child displaying bullying behaviours
- A child experiencing bullying behaviours

We encourage all members of the nursery community to use this language when discussing bullying incidents.

When determining 'harm' we define:

- **Emotional or psychological harm** as intentionally causing distress or anxiety by scaring, humiliating, or affecting adversely a child's self-esteem.
- **Physical harm** as intentionally hurting a pupil by causing injuries such as bruises, broken bones, burns or cuts.

Preventative Measures

At Lloyd Williamson Nurseries, we will endeavour to:

- Pre-empt the issue by discouraging such behaviours before they develop
- Create an environment in which such behaviour and attitudes do not flourish
- Watch out for behaviour that is, or could become, bullying in nature
- Actively and effectively intervene, if identified
- Deal with such behaviour appropriately and in line with the school's anti-bullying policy

We will explore bullying behaviour and attitudes through curricular intervention (e.g. circle time, stories, persona dolls etc) aimed at the prevention of bullying, both by explicit teaching activities and through the positive behaviour approaches used within the class:

- Co-operative work and non-aggressive behaviour should be praised
- Empathy should be encouraged through role play activities and conflict resolution strategies
- Language and communication work should cover the theme of how other people feel.
- Circle time should be used to explore children's feeling and attitudes.
- We have simple class rules that use positive vocabulary e.g. we keep our hands to ourselves etc... do's rather than don'ts

Responsibility

Everyone in the nursery community, including children, their parents/carers and all members of staff are expected to respect the rights of both self and others to be safe. Everyone has the responsibility to work together to:

- Foster positive self-esteem
- Behave towards others in a respectful way
- Be alert to signs of distress and possible indications of bullying behaviour
- Inform the school of any concerns relating to bullying behaviour
- Refrain from becoming involved in any kind of bullying behaviour, even at the risk of incurring temporary unpopularity
- Refrain from retaliating to any form of bullying behaviour
- Intervene to support the person who is being bullied unless it is unsafe to do so
- Report any concerns or instances of bullying behaviour witnessed or suspected, to a member of staff
- Emphasise the importance of seeking help from a trusted adult about bullying behaviour when it happens or is observed
- Explain the importance of seeking help from a trusted adult about bullying behaviour when it happens or is observed
- Explain the implications of allowing the bullying behaviour to continue unchecked, for themselves and/or others
- Listen sensitively to anyone who has been bullied, take what is said seriously, and provide reassurance that appropriate action will be taken
- Know how to seek support – internal and external
- Resolve difficulties in restorative ways to prevent recurring bullying behaviour and meet the needs of all parties

Reporting a Bullying Concern

In most cases, concerns around behaviour or incidents occurring in the nursery will be dealt with by the nursery teachers in the room. Parents can speak to their child's teacher when they are bringing their child to/from nursery or contact them via the office. However, if a parent, child, or member of staff needs to report a concern of bullying they should specifically contact the Nursery Manager. This can be done by telephone, email, or an arranged face-to-face meeting. All concerns reported will be taken seriously and recorded.

Recording Bullying Concerns

All details of bullying/alleged bullying incidents involving a child registered at the nursery which occur in the nursery during the nursery day, on the way to/from nursery or while the child is in the charge of a member of staff at the nursery must be recorded.

In order to protect the identity of children involved, only the Director and Nursery Manager, will have access to these records

The record of bullying/alleged bullying will include:

- the motivation of the bullying e.g. appearance, race, religion, disability, gender identity
- the method of bullying
- information about how it was addressed

As part of this record the nursery will record whether the alleged incident of bullying is confirmed and responded to through the Anti-Bullying Policy, or if the alleged incident is responded to under another policy.

Responding to a Bullying Concern

LW Nurseries acknowledges that despite all efforts to prevent it, bullying behaviour can occur on occasion. Should such incidents occur, the staff will respond in accordance with the following principles:

- We address incidents quickly, thoroughly and sensitively
- We intervene to stop the child who is using bullying behaviours from harming others
- We give comfort and reassurance to the child, or children, who have experienced bullying behaviour
- We show the child who has experienced bullying behaviour that we are able to listen to their concerns and act upon them
- We explain to the child using bullying behaviour why her/his behaviour is not acceptable
- We help the child using bullying behaviours to recognise the impact of their actions
- We support the individual who has experienced bullying behaviours, keeping them under close supervision and checking their welfare regularly
- We ensure that children using bullying behaviours are encouraged to behave more appropriately by receiving feedback for considerate behaviour
- We recognise that all behaviour is communication and children using bullying behaviours may be experiencing bullying themselves or be subject to other circumstances causing them to express their anger in negative ways
- We recognise that children using bullying behaviour are sometimes unable to empathise with others; the child will be supported to develop this by supporting them to think about what they have done and how the other child may be feeling as a result of their actions
- We discuss what has happened with the parents of the child using bullying behaviour and work out, with them, a plan for handling the child's behaviour

AND

- We share what has happened with the parents of the child who has experienced bullying behaviour, explaining that the child displaying the behaviour is being helped to adopt more acceptable ways of behaving
- If bullying behaviour persists, more serious actions may be taken, such as an individual behaviour plan
- The Director and Manager will review the Nurseries' procedures in respect of bullying, to ensure that practices are relevant and effective

Staff will receive annual training on the Anti-Bullying policy and procedure alongside the Safeguarding and Child Protection training.

Updated June 2023

Date for Review: June 2025

Lucy Meyer
Director

