

## **ANTI-BULLYING**

The Early Years setting believes that its children have the right to play and learn in a supportive, caring and safe environment. If behavioural expectations are consistent and reasonable boundaries are put in place by caring and supportive practitioners, it can minimise the occurrence of bullying. It is important therefore that the Nursery has a clear written policy to promote this belief.

Bullying affects everyone, not just the bullies and the victims. No one person or group, whether staff or child, should have to accept this type of behaviour. Only when all issues of bullying are addressed, will a child best be able to benefit from the opportunities available at the Nursery.

Although bullying in the strongest context of the word does not generally occur at Woodroyd, it is recognised by practitioners that preschool children are developing their personalities and friendships, as well as exploring boundaries and appropriate behaviour which can result in conflict and clashes of personality.

Practitioners minimise occurrences by being observant and recognising that some children prefer the company of others and some don't. Fully understanding each child and observing them helps with the restorative approach the nursery uses. If any level of bullying is suspected, observed or reported, the matter will be taken seriously, dealt with promptly and all parties will be supported appropriately and fairly.

This will involve working towards a shared understanding of the causes of the behaviour. Woodroyd Nursery understands that all behaviour is a form of communication and should be recognised as such. Matters will be documented as necessary and reported to room leader/manager or/and parents if deemed necessary.

### **WHAT IS BULLYING?**

Bullying can occur through several types of anti-social behaviour. It can be:

- PHYSICAL - Child can be physically punched, kicked, hit, spat at, etc.
- VERBAL - Verbal abuse can take the form of name calling.
- EMOTIONAL - A child can be bullied simply by being excluded from discussions/activities or play, with those they believe to be their friends.

As a nursery we will provide an enabling and proactive environment in order to minimise opportunities for bullying

### **ACTION TO BE TAKEN WHEN BULLYING IS SUSPECTED.**

We will speak openly with parents/carers in order to formulate a mutual agreement regarding action to move the situation forwards in a way which meets individual needs. If necessary, outside agencies will be contacted in order to support the setting, child and parents/carers