



Acorns Nursery Anti-bullying Policy

What is bullying?

Bullying is the actions of a person carried out to cause intentional upset or harm to another individual. It can be very distressing to all parties involved and can damage children's wellbeing and development.

Types of bullying:

There can be more than one form of bullying taking place at one time, therefore, it is imperative that those working with children in all capacities are aware of the different forms of bullying.

- Physical (hitting, pushing, kicking etc.)
- Emotional (manipulating behaviours, excluding individuals, threatening etc)
- Verbal (name-calling, teasing, insulting etc)
- Prejudicial (towards individuals of a different race, religion, sexual orientation etc)
- Cyber (using ICT equipment such as phones and the internet to harass, threaten or cause harm to a person)

For a behaviour to be classed as bullying, it must occur on several occasions. However, all unwanted/harmful behaviours towards others will be immediately dealt with in an appropriate manner and in line with other policies. At Acorns, any form of bullying, by both children and adults, will not be tolerated.

We aim to reduce bullying by:

- Raising awareness of similarities and differences between families, cultures etc.
- Valuing and celebrating differences between one another including cultural and religious differences.
- Promoting respect and tolerance of others
- Providing a curriculum which promotes positive behaviours and tolerance of others.
- Supporting children in building positive relationships with one another
- Modelling positive behaviours at all times

Our approach to managing bullying:

Upon becoming aware of any form of bullying taking place, staff will:

- Talk to all parties involved in a sensitive manner suitable to their age and stage of development.
- Make those involved aware that such behaviours will not be tolerated. Staff will not label children.
- Create a written record detailing what has occurred, the voice of those involved, the steps taken, and further actions required
- Inform parents/carers of the incident and work closely with them in managing the bullying
- Support children in recognising how their behaviour can be harmful to others and support them in changing/correcting it.
- Support the victim in addressing and overcoming the act of bullying, including the effects it could have had on them.
- Encourage and praise acts of positive behaviour
- Continue to monitor the relationship between involved parties

Staff Responsibilities:

Staff are responsible for recognising and dealing with bullying in a way appropriate to the age and stage of the children involved. They will listen to, and support all parties involved, including helping those doing the bullying, to change their behaviour.

Staff are responsible for keeping the families of those involved updated and for working closely with them to ensure there are not any repeat offences.

Staff also have a duty to promote the acceptance of different cultures, beliefs, religions etc, through the curriculum offered and through modelling acceptable behaviours.

Parent/Carer Responsibilities:

Parents/carers have a responsibility to inform staff of any cases of bullying that they become aware of. They must help their child to respect views different from their own and to promote positive behaviour towards others through role-modelling. When cases of bullying occur, parents/carers must work closely with staff and children to stop the unwanted behaviour and avoid future reoccurrence.