

Anti-Bullying Policy

Bullying affects the victims, the bullies themselves, and those who see bullying being practised. It is not an inevitable part of school life, or of growing up. Bullying behaviour is not tolerated at Kintore Way, whether it is between children, parents or staff. It can be very damaging, and rarely “sorts itself out”. No one, whether adult or child, should be the target of bullying behaviour.

Only when all issues of bullying are addressed will a child be able to benefit from the opportunities available at Kintore Way. Staff at the centre believes that children have a right to learn in a safe, positive, and inclusive environment. It is important that children, parents and carers are fully aware that any bullying complaints will be dealt with firmly, fairly and promptly.

Statutory duty of schools

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

What is bullying?

Bullying can occur in several ways including:

- a) Physical: a child can be punched, kicked, hit, spat at;
- b) Verbal: name-calling may occur in respect of gender, ethnic origin, faith, sexual orientation, physical/social disability, or personality;
- c) Emotional: children can be bullied simply by being excluded from discussions/activities by those they believe to be their friends.

Bullying usually happens over a period of time and consists of a number of deliberate, not accidental, incidents. At Kintore Way we recognise that learning to manage feelings and behaviour is a fundamental part of early years education. We follow conflict resolution and respond to persistent aggressive behaviour in accordance with our positive behaviour management policy.

What can be done about bullying?

In the centre:

Children and adults are encouraged to discuss attitudes and relationships with others, and to treat everyone with respect. They are also encouraged to tell a member of staff or senior manager if they feel they are being bullied, and are helped to develop self-confidence and pride in themselves. Children who are bullying are given support to find other ways of behaving.

Incidents of bullying are treated seriously, and any suspected incident is thoroughly investigated and recorded. All children involved are given the chance to talk about the experience, and the incident is discussed with their parents. If necessary, a meeting is arranged between parents and a senior member of staff, and the agreed actions are recorded.

As a parent:

- a) Look for unusual behaviour in your child - for example, not wanting to attend the centre or regularly pleading illness, unexplained bed wetting - or significant changes in behaviour.
- b) Take an active role in your child's education.
- c) Talk to a member of staff immediately if you are concerned about your child.
- d) Advise your child not to fight back. Fighting back can make matters worse. Tell your child to ask for help.
- e) Be a model of positive behaviour yourself. Children are more likely to exhibit aggressive behaviour at the centre if they have experienced it elsewhere.

Monitoring

The senior management team will review this policy according to the schedule and assess its implementation and effectiveness in conjunction with the behaviour policy.

The Local Authority has in place a separate policy for dealing with the harassment of staff.

Links to other policies

Child Protection and Safeguarding
Positive Behaviour Management

Kintore Way Nursery School & Children's Centre

Policy Name

Anti-Bullying Policy

Adopted and signed on behalf of the Centre by the Governing Body at the meeting on

Curriculum Committee – 13th February 2014

Name of Governing Body Representative

Claire Gager, Chair of Curriculum Committee

Signature of Governing Body Representative

Date signed _____

Date to be reviewed: Spring 2017