

Smisby Day Nursery

Policy



Subject: Anti-bullying

We are committed to providing a caring, friendly and safe environment for all of our children so they can learn and play in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our nursery and After School Club / Holiday Club. If bullying does occur, all children should be able to 'tell' and know that incidents will be dealt with promptly and effectively. We are a TELLING establishment. This means that anyone who knows that bullying is happening is expected to tell the staff.

Prevention

We will use KIDSCAPE (<http://www.kidscape.org.uk>) methods for helping children to prevent bullying. As and when appropriate these may include:

- ◆ Writing a set of rules
- ◆ Signing a behaviour contract
- ◆ Writing stories or poems or drawing pictures about bullying
- ◆ Reading stories about bullying or having them read to the group
- ◆ Making up role-plays (or using KIDSCAPE role-plays)
- ◆ Having discussions about bullying and why it matters

Procedures

The parent or child must first report any bullying incident to staff. In cases of serious bullying, staff will record the incidents. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly. An attempt will be made to help the bully (bullies) change their behaviour.

Outcomes

The bully (bullies) may be asked to genuinely apologise. Other consequences may take place. In serious cases, suspension or even exclusion will be considered. If possible, the children will be reconciled.

After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.