



HUMPTY DUMPTY PRE-SCHOOL

All Saints Centre, New Road, Hackbridge, Surrey CR4 4JN

ANTI-BULLYING POLICY

Parents Pack

AIM

Humpty Dumpty Pre-school is committed to providing an environment for children that is safe, welcoming and free from bullying (the persistent behaviour by any individual or group which intimidates/threatens or has a harmful or distressing impact on another individual or group)

We understand that bullying behaviour can be influenced by home and families as well as community issues. Likewise, bullying in nursery can spill over into the community. Therefore, the school has an important role to play in tackling bullying outside the nursery premises by dealing quickly and effectively with any bullying in nursery.

DEFINITIONS

Bullying can be: Emotional, Verbal, Racist, Physical, sexual, Psychological or Cyber (e.g text messages). Bullying of any form is unacceptable at our Pre-school.

Emotional – Being deliberately unkind, shunning or excluding another child from a group or tormenting them. For example, forcing another child to be ‘left out’ of a game or activity or making fun of another person.

Physical - Pushing, scratching, splitting, kicking, hitting, biting, taking or damaging belongings, tripping up, punching or using any other sort of violence against another person.

Verbal - Name calling, put downs, ridiculing or using the words to attack, threaten or insult. For example, spreading rumours, or making fun of another child’s appearance.

Psychological – Behaviour which is likely to in-still a sense of fear or anxiety in another child.

Anti-Bullying Policy cont...

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate
- There is a power imbalance that makes it hard for the victim to defend themselves
- It is usually persistent

Bullying can take many forms and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation or because a child has been adopted or has caring responsibilities. It may be motivated by actual differences between children, or perceived differences.

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of sexual, sexist, racist or homophobic bullying and when children with disabilities are involved. If the victim might be in danger then intervention is urgently required.

What does bullying look like?

Bullying can include:

- Name calling
- Taunting
- Mocking
- Making offensive comments
- Physical assault
- Taking or damaging belongings
- Cyber bullying – inappropriate text messaging and emailing; sending offensive or degrading images by phone or via the internet (see nursery's E-Safety Policy)
- Producing offensive graffiti
- Gossiping and spreading hurtful and untruthful rumours
- Excluding people from groups
- Looks and gestures to intimidate.

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the "bystanders" or "accessories"

Anti-Bullying Policy cont.....

Why are children and young people bullied?

Specific types of bullying include:

- Bullying related to race, religion or culture
- Bullying related to special educational needs or disabilities
- Bullying related to appearance or health
- Bullying relating to sexual orientation
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying

There is no hierarchy of bullying – all forms should be taken equally seriously and dealt with appropriately.

Bullying can take place between:

- Young people
- Young people and staff
- Between staff
- Individuals or groups

Anti Radicalisation

At Humpty Dumpty Pre-school, all staff are expected to uphold and promote the fundamental principles of British Values. As a school we recognise that safeguarding against radicalisation is no different from safeguarding against any other vulnerability.

Our curriculum promotes respect, tolerance and diversity. Children are encouraged to share their views and recognise that they are entitled to have their own different beliefs which should not be used to influence others.

It is recognised that children with low aspirations are more vulnerable to radicalisation and therefore we strive to equip our pupils with confidence, self-belief, respect and tolerance as well as setting high standards and expectations for themselves.

PROCEDURE

- The Pre-school staff will inform the Manager/Deputy Manager if they witness an incident of bullying, racism or any homophobic incidents at the Pre-school.
- Children will be encouraged to report any incidents of alleged bullying, racism and homophobia immediately and will be reassured that what they say will be taken seriously and handled sensitively.
- If a child or Pre-school staff tells someone they are being bullied, they will be given the time to explain what has happened and reassured that they were right to tell.
- The Manager/Deputy Manager will always ask the alleged bully to explain their side and take into account their response when deciding whether bullying has occurred.
- If it is decided that bullying behaviour has occurred then in most cases, the behaviour can be addressed by using the procedures laid out in our behaviour policy. The alleged bully will be encouraged to discuss their behaviour and think through the consequences of their actions. Where appropriate, they will be encouraged to talk through the incident with the other child involved.
- We will inform the parents of all children involved in the alleged bullying incidents at the earliest opportunity.
- All children involved in any bullying incident will be offered support. The Manager may contact the Early Years Advisor to enquire about local support groups. These will be passed onto the children's parents.
- After the incident has been dealt with, the Pre-school staff will monitor the children involved to ensure further problems do not occur

Responding to Racist or Homophobic Behaviour

All forms of unkindness and intolerant behaviour and bullying will be addressed as part of this policy, as above, however, we here at Humpty Dumpty Pre-school recognise the specific impacts of racist and homophobic behaviour. Any incidence of children displaying racist or homophobic behaviour must be responded to:

- The parents/carers of all the children involved being informed (both those displaying the behaviour and those affected by it)
- Further conversations with the child and/or family to provide information regarding the Nurseries Equality and Diversity policy.
- A plan of support for the child/ren affected by the behaviour
- In very serious circumstances a decision may be made to involve the police.

We will monitor the behaviour in nursery and record what is happening. Staff are encouraged to seek support from Managing staff if they are unsure how to respond to an incident or if they feel affected in anyway by the behaviour.

This policy was revised and updated September 2021
It will be reviewed annually