



Anti-Bullying

The definition of bullying is very important to understand when assessing the difference between 'relational conflict' – where there is a 'falling out' between individuals – and when it tips the balance to bullying.

Bullying behaviour has four key aspects:

- It's hurtful
- It's intentional
- It's repetitive
- It involves a power imbalance.

Bullying behaviour can be:

- Physical – pushing, poking, kicking, hitting, biting, pinching etc.
- Verbal - name calling, sarcasm, spreading rumours, threats, teasing, belittling.
- Emotional – isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.
- Online /cyber – posting on social media, sharing photos, sending nasty text messages, social exclusion
- Indirect - Can include the exploitation of individuals.

At Clare house we understand that Early years provision can provide a good opportunity to support individual children to help them develop an understanding of differences and the importance to celebrate these together as community.

We understand it's important to know how to tackle bullying within our setting. We aim to support all children to recognise that bullying, fighting, hurting and discriminatory comments are not acceptable behaviours. We want children to recognise that certain actions are right and that others are wrong. We aim to support children in positive ways to enable them to develop an understanding of how we treat others and the effects our behaviours have on our peers.

As part of our continued professional development plan We keep ourselves up to date with understandings of how best to work with and to support children that are struggling to regulate their emotions.

As we understand that:

- All Children have a right to play in a safe and supportive environment.
- Promoting British values is important to all.
- It is not a child's fault if they are bullied. Children should never be told to just ignore it, or to change who they are. It is the children doing the bullying that need to change their behaviour and their attitude.
- Children need to be supported to speak out if they think someone isn't being nice to them. They need to feel comfortable and confident to come and tell you.
- You Do not label a child a 'bully'. This is an unhelpful label and says that bullying is something you are rather than a behaviour choice you can change. Instead, talk about bullying behaviour.
- Praising positive behaviour, actions and interactions amongst children important.
- By positively promoting good behaviour, valuing co-operation and a caring attitude we hope to ensure that children will develop as responsible members of society.
- Bullying is not a 'rite of passage'. It is well researched that bullying causes long term damage to both the person on the receiving end, and those who bully.
- By Enabling children to be confident learners we will enable them to use their voices when feeling challenged.
- That parent partnerships are key to ensuring the best outcomes.
- It is important to help our children make sense of differences: present positive attitudes and messages about differences amongst us all and the benefits such attitudes bring to all people.
- Staff play a crucial role in delivering positive Role models.
- We can use various media to help support children's understanding of emotions such as : use story telling: There are many books you can use or you could use dolls to act out scenarios to explore empathy and cover sensitive topics with children.
- It's important that we openly challenge stereotypes and support all children to feel confident within their own self and environment.
- We have clear expectations within all parts of our routines and play and we talk with children about these and staff are trained to understand what we expect to see to maintain continued.
- Encouraging a restorative approach including supporting children to express their feelings in a safe space and to apologise to each other in meaningful ways.
- By providing empathy building activities with all the children we will help children learn how to express their feelings and recognise emotions in others.

Any form of bullying is unacceptable and will be dealt with immediately. At Clare house: Staff follow the procedure below to enable them to support children and their families/carers:

- Any instance of bullying will be discussed fully with the parent/carer(s) of all involved, to look for a consistent resolution to the behaviour.
- Incident forms will be completed and filled out on the same day of the incident these will be shared with the parent/carer.
- If any parent has a concern about their child, a member of staff will be available to discuss those concerns.

What signs should parents look for?

- *Does not want to go to school.*
- *Has damaged or lost clothing or possessions.*
- *Is quieter than usual, withdrawn or distressed.*
- *Sleeps badly or cries at night. If this is different to normal patterns in behaviour.*
- *Stops eating.*
- *Has unexplained bruises.*
- *Talks about other children being unkind.*

- All staff have the opportunity to liaise with families at the end of each session.
- All staff will report concerns/conversations to the manager.
- The manager will always be happy to chat through concerns with a parent/carer.
- Any bullying concern will be taken seriously and acted upon straight away all parties will be fully supported and where required signposted to the appropriate professionals.

Please inform the nursery of any worries as All concerns will be treated in the strictest confidence.