

Kay Rowe Nursery School and Children's Centre.



Anti-Bullying Policy

February 2008. Updated Oct 2010, updated 2014

Bullying hurts, no one deserves to be a victim of bullying. Each child has a right to an education in an environment where they feel cared for, valued and safe. Bullying of any kind is unacceptable at Kay Rowe.

What is Bullying?

Bullying is more than just physical aggression. It can be defined as deliberately hurting behaviour repeated over a period of time, where it is hard for those being bullied to defend themselves or stop the process.

Bullying can be

- Physical Pushing, hitting, kicking, or any use of violence.
- Emotional Being unfriendly, tormenting, deliberately excluding someone from an activity.
- Verbal Name calling, sarcasm, teasing.
- Racist Racial taunts, gestures.
- Sexual Inappropriate verbal comments or gestures, touching
- Homophobic Name calling, comments.
- Cyber Use of internet, mobile phones etc to harass.

Aims

- To create an inclusive supportive environment where no child or adult feels threatened in any way and bullying is not tolerated.
- To create strong relationships with parents and carers so they feel supported and able to discuss concerns with staff.
- To work towards all members of the Kay Rowe community, children, staff, governors, parents, carers developing a shared understanding of what bullying is and to make them aware of our school anti bullying policy.
- Encourage the caring and nurturing side of children.

Strategies for prevention of bullying.

- To follow the positive approach to behaviour outlined in our behaviour and discipline policy.
- Create an environment where listening to children is important, strategies such as circle time and persona dolls support this. Circle time is a chance to foster a caring group feeling where each member is valued and valuable.
- Our curriculum is planned to support children's emotional and social development through the EYFS.
- Develop children's social skills particularly their ability to solve and negotiate problems and feel confident about recognising and expressing feelings in line with the PSE policy.
- To encourage children to learn names of other children and adults. This can be done through circle time activities and leads to children empathising more with each other and feeling more confident about approaching adults.

Strategies for dealing with alleged bullying incidents.

- Encourage parents to approach key person or centre staff straight away with any concerns.
- Key person or centre staff to discuss concerns with parents, teacher, and whole staff then feed back to parents.
- Write a plan of action for the children involved.
- Refer to above strategies to prevent more bullying.

Monitoring and Review.

The effectiveness of this policy will be monitored as part of the ongoing 'plan, do, monitor, review' cycle. This policy will be monitored every three years.

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