



Anti-Bullying Policy

Wise Owls Nursery School believes that its children have the right to play and learn in a supportive, caring and safe environment. If behavioural expectations are consistent and reasonable boundaries are in put place by caring and supportive practitioners, it can minimise the occurrence of bullying. It is important therefore that the Nursery has a clear written policy to promote this belief.

Bullying affects everyone, not just the bullies and the victims. No one person or group, whether staff or child, should have to accept this type of behaviour. Only when all issues of bullying are addressed, will a child best be able to benefit from the opportunities available at the Nursery. Although bullying in the strongest context of the word does not generally occur at Wise Owls it is recognised by practitioners that preschool children are developing their personalities and friendships, as well as exploring boundaries and appropriate behaviour which can result in conflict and clashes of personality.

Practitioners minimise occurrences by being observant and recognising that some children prefer the company of others and some don't. Fully understanding each child and observing them helps with the restorative approach Wise Owls uses. If any level of bullying is suspected observed or reported, the matter will be taken seriously, dealt with promptly and all parties will be supported appropriately and fairly.

This will involve working towards a shared understanding of the causes of the behaviour. Wise Owls understands that all behaviour is a form of communication and should be recognised as such. Matters will be documented as necessary and reported to a Director or/and parents if deemed necessary. – See Behaviour Policy

What is bullying?

Bullying can occur through several types of anti-social behaviour. It can be:-

- PHYSICAL -The child can be physically punched, kicked, hit, spat at, etc.
- VERBAL - Verbal abuse can take the form of name calling.
- EMOTIONAL - A child can be bullied simply by being excluded from discussions/activities or play, with those they believe to be their friends.

As a parent:

- a) Look for unusual behaviour in your children. For example, they may suddenly not wish to attend nursery or they may regularly say that they feel ill.
- b) Always take an active role in your child's education. Enquire how their day has gone and who they have spent their time with.
- c) If your child encounters any problems at the Nursery please inform your child's keyworker as soon as possible. Your complaint will be taken seriously and appropriate action will follow.
- d) It is important that you advise your child not to fight back. It can make matters worse! Tell them to ask for help and to tell any adult as soon as possible so the incident can be dealt with effectively.
- e) Try to ensure that your child maintains a positive image of themselves.

Wise Owls will aim to:

- a) Provide an enabling and proactive environment in order to minimise opportunities for bullying.
- b) Use any opportunity to discuss the appropriate way to behave towards each other: circle time, topics, persona dolls, when going outside, snack time etc.
- c) Deal quickly, firmly and fairly with any complaints, involving parents where necessary in a positive and calm manner.



- d) To review the Nursery Policy and its degree of success regularly. The named behaviour management lead (Alison Holdsworth) will aim to do this on a yearly basis or whenever needed.
- e) To have a firm but fair approach to behaviour management in line with our behaviour policy.
- f) Use teaching materials or equipment which promote positive views of groups regardless of ethnic origin, gender, etc.
- g) Encourage children to discuss how they get on with other people and to form positive attitudes towards other people, exploring what friendship is.
- h) Encourage children to treat everyone with respect.
- i) Will treat bullying as a serious offence and take every possible action to eradicate it from our Nursery. We follow the ethos of **good listening, taking turns and sharing, being gentle and looking after our learning environment.**
- j) Enable Staff to continue training for personal development within behaviour management.

Written	22/11/2018
Written by	Alison Holdsworth
Reviewed	November 2019-AH October 2020-AH June – 2021 March 2022 - LB March 2023 - DWN March 2024 - LB May 2025 - LB