

Anti-Bullying Policy

1. Philosophy

The values and beliefs underlying this policy are encapsulated by the following statements of purpose:

- All bullying is unacceptable, regardless of who bullies or how it is delivered or what reasons are given to justify bullying actions.
- Broomhall Nursery School recognises the detrimental effect on children and young people who may be subjected to bullying and will work actively to minimise the risks of bullying.
- Victims of bullying and their parents/carers should be treated in a supportive manner and their support should not be regarded as a burden to staff and peer groups.
- The harmful effect on a child's educational and emotional development which can be caused by bullying is recognised. Broomhall Nursery School is committed to combating all bullying behaviour in partnership with the relevant agencies.
- Bullies need to change their behaviour (It is the behaviour not the person that is condemned) and they too will need support.

2. Legal Framework

Under section 154 of the Education Act 1996, it is the responsibility of the Governing Body and Headteacher to promote discipline, in particular to encourage good behaviour and respect for others on the part of children and to secure an acceptable standard of behaviour.

Section 61 of the School Standards and Framework Act 1998 makes statutory reference to preventing all forms of bullying among pupils and supersedes earlier legislation relating to discipline in the Education Reform Act 1988. Measures to combat bullying must be regularly reviewed, as this section of the Act requires Headteachers to bring these procedures to the notice of all children, parents, governors and employees on an annual basis. Effective monitoring is essential and centres must set up procedures to monitor the effectiveness of any anti-bullying measures.

Section 39 of the 1998 Act requires schools to establish procedures for dealing with complaints as an additional statutory function of centre governing bodies.

3. Statement of Intent

The aim of Broomhall Nursery School is simply to "End Bullying". The objectives of Broomhall Nursery School in formulating this statement are:-

- To raise the profile of Bullying as an issue and to provide strategies and guidance that will help to prevent bullying and on how to respond to bullying incidents.
- To acknowledge that both the victim and perpetrators of bullying and their parents need support and that appropriate support for both will be needed after the bullying has been reported.

Broomhall Nursery School

- To recognise that we all have a responsibility for challenging bullying – children, staff, governors and parents/carers – and to explain how we can meet our responsibilities.
- To ensure that all bullying incidents are recorded and reported to the Governing Body and via this body to the LA/CYPS.

4. Principles

- Staff have a responsibility to foster an anti-bullying ethos within the Centre.
- Children feel happy if they are safe and secure. It is our responsibility to help all children to feel good about themselves and to enable this to happen all children need to know the boundaries within which we expect them to work.
- We are agreed as a staff team that bullying can take place at any stage in life from early childhood to adulthood.
- The bullying can be through physical or verbal aggression or just by excluding a child.

5. Key Practices

- We need to listen to children and their parents.
- Staff will always intervene where bullying is observed.
- Children and adults are encouraged to report incidents of bullying to a member of staff.
- Bullying will always be investigated whether it is with children or adults.
- Outside agencies will be consulted for advice and information as required. Staff observations will be made to ascertain a detailed picture of any bullying incidents.
- Parents/carers will be informed and consulted when incidents of bullying occur.

6. Definitions

Bullying is defined by the Department of Health, Department for Education and Employment, Home Office and National Assembly for Wales in the Governmental Guidance on Working Together to Safeguard Children as,

“deliberately, hurtful behaviour, repeated over a period of time, where it is difficult for those bullied who are powerless to defend themselves. Bullying can take many forms, but the three main types cause stress and have an emotional impact.

1. Physical (examples include, hitting, kicking theft...),
2. Verbal (e.g. racist, homophobic remarks and name calling...),
3. Indirect (e.g. spreading rumours...)”.

The damage inflicted by bullying can be frequently underestimated. Bullying can cause considerable distress affecting health and development.

7. The Role of the Parents

Parents play a vital role in the education and care of their children. They can assist in combating bullying in a number of ways including:

- Stressing to their children the importance of appropriate sociable behaviour.
- Reporting any misgivings they have concerning either victims or perpetrators of bullying.
- Actively endorsing and supporting the Behaviour and Anti-Bullying Policy.
- In the event that sanctions are applied due to the bullying behaviour of their child, supporting the sanctions and making clear their disapproval of this behaviour.

8. Recording of Incidents

Where there has been an incident, which could be described as anti-social behaviour. Behaviour that is not acceptable within the parameters of what is considered normal, or behaviour, which is considered to be bullying, then this should be recorded.

In the event of a complaint being made about the centre's handling of alleged bullying or behaviour management, the Governors of the centre must conduct a formal investigation into the processes and procedures carried out by the centre and ascertain the appropriateness of these.

9. Complaints

The involvement of the parents when an incident occurs in which their child is implicated, plus clear anti-bullying policies and procedures which staff and children/young people are aware of and to which they adhere, should help to avoid the necessity of parents complaining that their children have been inappropriately protected. However, there may be times when parents will complain that their child has not been effectively defended. In the event of such a complaint, the Governing Body should carry out an investigation to determine the facts and to ensure that appropriate measures can be enforced. Support for such an investigation may be solicited from the Education Service if necessary, in an advisory capacity. If the situation is not resolved then parents may use the Centre's complaints procedure.

10. Review

Governors and staff will review this policy annually:

- The number of incidents recorded.
- How incidents were dealt with.
- How the policy is working.
- If any changes are necessary because of local or national initiatives/new legislation.