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**NURSERY ANTI-BULLYING POLICY**

At Echt Nursery we extend our code of behaviour to include anti-bullying guidelines. This is an extremely rare occurrence within this age group, however the children are still learning how to co-operate with others during play and any social activity. Staff have to be supportive and recognise that children do find it difficult and it is hard to strike the right balance.

The children will be encouraged to treat others the way they would expect others to treat them.

We believe that every child has the right to expect an environment which

• Is safe and caring

• Provides challenges but is non-threatening

• Encourages children to feel secure

• Values children’s opinions

• Shows an awareness of children’s individual needs and attempts to meet them.

If a bullying concern is raised, every effort will be made to establish the facts. Action will be taken to address the concerns, and to ensure that there is no reoccurrence.

They will be encouraged to tell an adult if they are frightened or hurt in any way. Children should know that they will be listened to in a caring and sympathetic manner.

If a child is accused of bullying they also will be listened to in a suitable setting and efforts will be made to collect all the facts.

If a child feels intimidated they are encouraged to say, “Stop it, I don’t like it” or “That’s enough, stop it”.

If the action continues the child must tell an adult.

The adult will then deal with this in a professional manner involving others if necessary.

Main incidents would be recorded and if necessary a small note made in the child’s individual profile.

Staff will:

• Take all forms of bullying seriously, and intervene to prevent incidents from taking place. All forms of bullying will be recorded.

• Deal with incidents of bullying as soon as they become aware of them.

• Spend time talking to the child who has bullied, and endeavour to help the child change their behaviour in future.

If a child is repeatedly involved in bullying other children

• Parents/Carers will be invited in to discuss the situation. In more extreme cases e.g. where these initial discussions have proven ineffective, the Head Teacher may contact external support agencies following consultation with parents/carers.

We ask Parents/Carers to:

• Contact nursery staff immediately if they are concerned that their child is being bullied, or suspect that their child may be the perpetrator of bullying.

• Support the Nursery’s anti-bullying policy, and actively encourage their child/ren to be a positive member of the group.