

## **Anti-bullying policy**

Bullying is the conscious desire to hurt or threaten and may include: -

- Actual violence
- Threats of violence
- Ignoring or socially excluding
- Hiding or damaging possessions
- Restricting free movement or access

As a nursery dealing with young children, any incidents should be rare but if unkind words or physical touch is used we help the child to understand what their actions have done to upset someone and then encourage them to say sorry and then reassure the child who has been bullied.

Our professional staff will ensure that if any such incidents should happen they will be dealt with quickly and sensitively.

The nursery team are aware of what bullying behaviour can include and will endeavour to ensure that all staff must take responsibility for preventing bullying.

### **Ethos**

- All staff need to routinely observe all children to ensure that no child is bullied at the nursery.
- Staff should seek to praise the children's behaviour – so that positive behaviour is routinely encouraged. Adults need to be especially vigilant where spoken language is difficult (English as a second language)
- Parents / guardians should immediately report any suspected bullying to the nursery leader.