

ANTI BULLYING POLICY

Ramas Daycare responds to the concerns of bullying extremely seriously whether with children or adults, and has strict procedures that will be adhered to should there be any evidence within the setting.

What is bullying?

Bullying is not always easy to define, but bullying should include:

- Physical - pushing, kicking, hitting, punching and other forms of violence or threats.
- Verbal - name calling, sarcasm, spreading rumours, persistent teasing
- Emotional - excluding, tormenting, ridicule or humiliation
- Racial - Racial taunts, graffiti or gestures
- Social - unwanted physical contact or abusive comments
- Homophobic - any hostile or offensive action against lesbian, gay males or bisexuals or those perceived to be these above.

All of the above forms of bullying cannot only be delivered on a personal, face to face basis, but also by using existing and new technology, known as cyber bullying. We can sum up bullying as actions taken by one or more people with the deliberate intention of hurting another person (in any of the above ways). This policy is designed to support the equal opportunities, anti-discrimination and behaviour policies within the setting.

Bullying is about an intentional act, which relies on a stage of cognitive development in order to think the process through and occurs generally in children 5 years and over.

Aims and Objectives

Bullying is wrong and is harmful to individual people. Ramas Daycare proactively implements policies and procedures to prevent this, by developing a setting in which bullying is regarded as unacceptable.

We aim to deliver a safe and secure environment where all children can play and learn without fear or anxiety.

This policy aims to produce a consistent response to any bullying incidents that may occur.

We aim to make all those connected with the setting aware of our opposition to bullying and practitioners have a responsibility to eliminate bullying in our setting.

We do not tolerate any kind of bullying as stated above on any grounds whatsoever, and support all parties involved to gain a full understanding of our ethos.

Rough and Tumble Play

Ramas Daycare has acknowledged and highlighted the need to recognise rough and tumble play as distinct from inappropriate or aggressive behaviour. Television or films, which include superheroes, often influence young children or weapon play and they will

mimic this behaviour through their play. We support the following strategies to manage this type of play:

- Setting boundaries for the games to be set out in
- Recognising the difference between pro-social play and aggressive play
- Using planning opportunities to discuss the model of 'good' and 'bad'.
- Supporting the play to find alternative solutions to weapon play by exploring different scenarios.

Hurtful Behaviour

Very young children are 'egocentric' which means that they put their own feelings before others, and even the most considerate child will have the occasional outburst due to frustration, anger or over exuberance. We acknowledge that this is a developmental area that needs to be nurtured and supported and that very young children do not intentionally wish to cause harm. If hurtful comments are made, our strategies are:

- To recognise that very young children are not always able to manage their own feelings and deliver them appropriately
- Assist in this management to support their biological and cognitive development.
- Offer support to both parties and to discuss the issues through play, story times and circle time activities.

The Role of the Manager

It is the responsibility of the manager to implement the Nursery anti-bullying strategy and to ensure that all staff are aware of the policy and know how to deal with incidents of bullying.

The manager ensures that all children begin to learn that bullying is wrong and that it is unacceptable behaviour in the nursery. The manager draws the attention of everyone to this fact through staff meetings and monitoring that this is being implemented on a regular basis.

The manager ensures that all staff are in receipt of sufficient training to be equipped to deal with any incidents of bullying.

The manager sets the nursery climate of mutual support and praise for successes, so making bullying less likely. When people feel they are important and belong to a friendly and welcoming setting, bullying is far less likely to occur.

The Role of Staff

Staff in the nursery must take all forms of bullying seriously and intervene to prevent incidents from taking place. A record is kept of all incidents of bullying that happen in the nursery and these are shared with the manager.

If staff witnesses an act of bullying, they will do all they can to support the person or persons who are being bullied. If a child is being bullied over a period of time, then, after consultation with the manager, the key worker informs the child's parent.

For all incidents of bullying behaviour management form should be completed. We record all incidents of bullying that occur within the nursery.

If practitioners become aware of any bullying taking place between members of a group, we deal with the situation immediately. This will involve supporting all parties to understand that this is not acceptable to be bullied, to be the recipient of bullying, and that the nursery will deal with the situation very seriously. If the patterns repeat of bullying the child's parents should be asked to meet with the manager.

The Role of Parents

Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact the nursery manager immediately.

Parents have a responsibility to support the nursery's anti bullying policy and actively encourage their child to be a positive member of the nursery.

Parents are expected to help develop their child's social skills at all times, in support of the nursery ethos.