

Our Lady Star of the Sea Nursery Policy on Anti-Bullying

Mission Statement

"You are precious in my eyes" - Isaiah 43

- *Our Lady Star of the Sea Nursery is committed to the widest and fullest education of all children in a partnership between home, nursery, parish and community.*
- *Our nursery aims to create a happy, ordered environment where all members feel secure, valued and respect each other.*
- *Our nursery aims to be a positive force within the Catholic Church inspired by the life of Christ in the Gospels*

The nursery aims to create a happy, ordered environment where all members feel secure and valued.

We are committed to providing a caring, friendly and safe environment for all of our children and staff so we can learn together in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our nursery. If bullying does occur, all children and adults should be able to 'tell', and know that the incident will be dealt with promptly and effectively. We are a **TELLING** nursery. This means that **anyone** who knows that bullying is happening is expected to report it. Staff positively encourage and mediate to allow children to resolve conflicts.

What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures).
- Verbal teasing, name-calling, sarcasm, spreading rumours.
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focusing on the issue of sexuality

Why we respond to Bullying

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. ***Children who are bullying need to learn different ways of behaving through positive role modeling by adults and peers.***

Objectives of this Policy

To ensure that the Management Committee, nursery staff, children and parents all have a clear understanding of what bullying is, and how the nursery policy addresses such issues when reported. In our nursery bullying will not be tolerated. Children and parents/carers should be assured that they would be supported when any case of bullying is reported because as a nursery we take bullying seriously.

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Signs and Symptoms of Bullying

A child may indicate by signs or behaviour that s/he is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from nursery
- begs to be driven to nursery
- changes their usual routine
- is unwilling to go to nursery
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do 'poorly' in nursery
- has possessions go 'missing'
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Incidents of Bullying.

The following procedures will be followed:

1. Report bullying incidents to nursery supervisor
2. In cases of serious bullying, the incidents will be recorded by staff
3. In serious cases parents will be informed and will be asked to come in to a meeting to discuss the problem
4. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
5. An attempt will be made to help the bully (bullies) change their behaviour

Anti-Bullying – re staff

All employees have the right to be treated with dignity and respect. Bullying is harmful; it causes distress and can lead to accidents, illness and poor performance. Examples of bullying behaviour include:-

- Derogatory remarks
- Insensitive jokes or pranks
- Ignoring or excluding an individual

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- Insulting or aggressive behaviour
- Setting unrealistic deadlines
- Public criticism
- Withholding necessary information
- Constantly undervaluing effort

As a result of the investigation:

1. The bully (bullies) will be asked to genuinely apologise.
2. If possible, the children will be reconciled
3. After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

We will ensure that children in our nursery understand that bullying hurts and that no one deserves to be a victim of bullying. Any child/ren who are bullying need to learn different ways of behaving. As and when appropriate children will use a variety of methods to help prevent bullying, these may include:

- drawing pictures about bullying
- having stories about bullying read to them
- making up role-plays.
- having discussions about bullying and why it matters
- reinforcing nursery rules (Golden Rules).
- support/role model how to make good choices

These strategies will take place in circle time/group discussions, SEAL/SEAD and through positive role modeling.

Parents are asked to help by:

- Supporting the nursery in sharing its vision, ethos and Mission Statement.
- Supporting the implementation of this policy through working in partnership with children and staff.
- Reinforcing our nursery policies and expected behaviour to ensure that we are working together and not confusing children with mixed messages.
- Ensuring that the word bullying is used appropriately and not used to describe one off incidents.
- Recognising that our nursery seeks to help all children, including those children who bully others. We seek to bring all children to an understanding that they are '**precious in His eyes**'.

It is our aim, through the implementation of this policy, that all members of our community may come to know the quality of relationships has the potential to speak of God's loving care for each individual. It is the responsibility of every member of the nursery community to contribute to the creation of this desired ethos and should be reflected in all areas of nursery life.

The whole staff on an annual basis will monitor this policy and practice and the outcomes will be

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verbally reported to the Management Committee.

Signature of Chair of Committee members: _____ **Date:** _____

Signature of Nursery Supervisor: _____ **Date:** _____