



The Kings Road Day Nursery anti bullying policy

Early Years Welfare Requirements

3.4-3.8- Child Protection

3.26 –Key Person

3.50- Managing behaviour

3.66 – Equal Opportunities

Key themes:

Unique Child

Positive Relationships

Enabling Environments

Statement of intent

The Kings Road Nursery aims to provide a safe, caring and friendly environment for the children. We will not tolerate any form of bullying in the nursery as it is unacceptable behaviour. The children are taught the golden rules on how to behave towards one another and with equipment. No one deserves to be a victim of bullying, everyone has the right to be treated with respect. Children that are bullying need to be supported in looking at different ways of behaving. If bullying does occur at Kings Road, all incidents will be taken seriously and will be dealt with efficiently and promptly. All of the children are encouraged to tell the staff if they are being bullied or if they see this happening.

Named person(s) to deal with bullying: Angela Frain or Holly Mansell

Signs and symptoms

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

1. Doesn't want to go to nursery
2. Becomes withdrawn, anxious or lacking in confidence
3. Starts to stammer
4. Cries themselves to sleep or has nightmares
5. Feels ill in the morning
6. Has clothes that look torn
7. Has possessions that are damaged or "go missing"
8. Has unexplained cuts or bruises
9. Becomes aggressive, disruptive or unreasonable
10. Is bullying other children or siblings
11. Stops eating
12. Is frightened to say what is wrong

Any of these signs and behaviour could indicate other problems, bullying should always be considered as a possibility and investigated.

Procedure

If any form of bullying is suspected or reported staff will deal with this appropriately and report their concerns to the managers –Angela Frain or Holly Mansell.

We will then gather the information and facts from the staff, and then individually chat to the bullies and victims.

Because of this incident, staff will be reminding the children of the good and sad choice in the setting and how we should treat one another. All of the staff will support the children in being assertive and trying to find solutions to their problem. We as a team will support the children, who have been bullied, give them support and help to restore their self- esteem and confidence.

Staff will work and discuss with the children to encourage them in ways that help the child who has bullied change their behaviour and become part of the group.

Staff at King Road will reward and encourage positive behaviour and interactions with others.

If a Childs behaviour towards others is ongoing, we shall work with parents, to find strategies to support the child.

If we feel that there is no apparent improvement in the behaviour, we will ask permission from the parents and seek advice from another child care professional. We may contact a member from the early years team or a health visitor. Concerns about any particular child are always kept confidential and only shared with people who need to know this information.

Date of review: JAN 2020	Signature of proprietors Anna Brecht: Tracy Mabbs:
Date to be reviewed JAN 2021	