

## **Anti- Bullying & Humiliation Policy.**

*Providers are responsible for managing childrens behaviour in an appropriate way*

*EYFS Statutory Guidance pages pg26*

### **Our policy for Anti-bullying & Humiliation.**

#### **We believe that:**

Incidents of bullying are rare in the nursery due to the ages of the children and the levels of supervision, however any forms of bullying, whether physical or verbal, will be taken seriously. Our children will always be supported and every effort will be made to find the reason for the aggression/intimidation.

The nursery will not tolerate bullying from any party including parents, staff, visitors and students.

Within the nursery we do not condone Children/ adults or staff being placed in humiliating circumstances and negative or aggressive language will not be tolerated. Children and adults will be spoken to in a respectful way at all times and positive language will be modelled. Children will not be labelled as 'naughty' as we understand it is the behaviour the child has displayed that is inappropriate not the child.

Shouting, talking negatively, swearing and or smacking children in a group or on a one to one basis will not be tolerated by anyone within the building.

#### ***Terms of reference, definitions for bullying are:***

- *Emotional: being deliberately unkind, shunning or excluding another child/person from a group or tormenting them. For example, forcing another child/person to be 'left out' of a game/activity, passing notes about others or making fun of another child/person*
- *Physical: pushing, scratching, spitting, hitting, taking or damaging belongings. Tripping up, punching or using any sort of violence against another child/person.*
- *Verbal: name calling, put downs, ridiculing or using words to attack, threaten or insult. For example, spreading rumours or making fun of another child/persons appearance.*
- *Psychological: behaviour likely to instill a sense of fear or anxiety in another child/person*

**Our procedures for Anti Bullying and humiliation are:  
We support this by:**

- Empowering children through listening to them and encouraging them to have a voice.
- Promote and encourage problem solving between children
- Foster friendships, Encourage games that foster and build relationship between children.
- Celebrate diversity. Talk about and do activities that promote diversity.
- Instill assertiveness. Teach and encourage children to be assertive and let others know if they do not like their behaviour i.e holding there hand up and saying 'stop it' or 'I don't like that' when another child is hitting or treating them in a way that makes them uncomfortable.
- As part of the nursery's settling policy, parents will be introduced to the expectations of the whole setting.
- Strong links will be made through the nursery key person system and parent partnerships.
- Parents will be made aware that threatening language or behavior that may humiliate or cause a child to feel threatened or bullied on the nursery premises will not be permitted.
- If any situations arise parents will be informed and individual discussions will be held to negotiate a way forward.
- All incidents must be reported to nursery management team and recorded;