



## Batford Nursery School & Day Care

### BATFORD DAY CARE LTD ANTI-BULLYING POLICY

<b>Version</b>	1.0
<b>Based on Model Policy</b>	Not applicable
<b>Review body:</b>	Day Care Manager
<b>Date issued:</b>	June 2019
<b>Review frequency:</b>	Annual
<b>Target audience:</b>	All stakeholders

<b>Version</b>	<b>Date</b>	<b>Notes</b>
V1.0	May 2019	New policy format

Batford Nursery School and Day Care is committed to:

- Safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.
- Eliminating discrimination, advancing equality of opportunity and fostering good relations between different groups. These factors were considered in the formation and review of this policy and will be adhered to in its implementation and application across the whole school community.
- Promoting the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs: any school member or visitor expressing opinions contrary to fundamental British Values, including 'extremist' views, will be actively challenged.

**BUILDING STRONG FOUNDATIONS FOR OUR CHILDREN**

Batford Nursery School and Day Care, Holcroft Road, Harpenden AL5 5BQ

**Section 3 Statutory Framework for the EYFS**  
**3.1 – The Safeguarding and Welfare Requirements**

*'The safeguarding and welfare requirements are designed to help providers create high quality settings which are welcoming, safe and stimulating and where children are able to enjoy learning and grow in confidence.'*

This policy should be read in conjunction with Batford Day Care's Behaviour Management Policy

## **1. Policy Statement**

Batford Day Care promotes a culture of harmony and respect. We do not tolerate any form of bullying whether physical, verbal or indirect. Consideration of the children's age will be considered at each instance and will be investigated and discussed with those involved and with their parents.

## **2. Definition**

At Batford Nursery School and Day Care we define bullying as repeated patterns of behaviour intending to hurt someone either physically or emotionally.

A child who is bullying has reached a stage of cognitive development where he or she is able to plan to carry out a premeditated intent to cause distress to another. This could be in the form of physical abuse, name calling or making threats.

## **3. Procedure**

If a child bullies another child or children:

- We show the children who have been bullied that we are able to listen to their concerns and act upon them;
- We intervene to stop the child who is bullying from harming the other child or children;
- We explain to the child doing the bullying why her/his behaviour is not acceptable;
- We give reassurance to the child or children who have been bullied;
- We help the child who has done the bullying to recognise the impact of their actions;
- We make sure that children who bully receive positive feedback for considerate behaviour and are given opportunities to practise and reflect on considerate behaviour;
- We do not label children who bully as 'bullies';
- We recognise that children who bully may be experiencing bullying themselves, or be subject to abuse or other circumstances causing them to express their anger in negative ways towards others;
- We discuss what has happened with the parents of the child who did the bullying and work out with them a plan for handling the child's behaviour; and

- We share what has happened with the parents of the child who has been bullied, explaining that the child who did the bullying is being helped to adopt more acceptable ways of behaving.
- We recognise that children who bully may be experiencing bullying themselves, or be subject to abuse or other circumstance causing them to express their anger in negative ways towards others;
- We discuss what has happened with the parents of the child who did the bullying and work out with them a plan for handling the child's behaviour;
- We share what has happened with the parents of the child who has been bullied, explaining that the child who did the bullying is being helped to adopt more acceptable ways of behaving.
- All incidents of bullying will be recorded on CPOMS by the staff member who dealt with the issue and reviewed by the manager. The report will be shared with parents, who will be asked to sign to say they have read the report.

Incidents of bullying will be reported to the Directors within the termly Manager's report.

In extreme circumstances, when bullying continues or if the parents refuse to work with us, we reserve the right to withdraw the child's place at Batford Day Care.