

Castle Vale Nursery School

& Children's Centre

Yatesbury Avenue, Birmingham B35 6DU

Tel: 0121 675 7578 Fax: 0121 675 2074

Email: enquiry@castvaln.bham.sch.uk

Head Teacher: Sally Leese



Castle Vale Nursery School and Children's Centre Anti-Bullying Policy

Review Date (3 years): October 2020

It is the aim of the Governing Body of Castle Vale Nursery School and Children's Centre to support the implementation of policies and procedures which support the vision of: Making a difference. All of our children, all of the time.

We are a Unicef Rights Respecting School. This policy is in accordance with the 1989 United Nations Convention on the Rights of the Child (UNCRC) Article 3 (best interests of the child), Article 12 (respect for the views of the child), Article 13 (freedom of expression), Article 16 (right to privacy), Article 19 (protection from violence, abuse and neglect), Article 23 (children with a disability)

Equal opportunities for all - 'An entitlement to learning must be an entitlement for all pupils'. Our school uses the Equality Act 2010: To treat everyone Equally and Fairly regardless of: Age, Disability, Gender, Gender Identity, Race and Nationality, Religion or belief, Pregnancy, Marriage, Sexual Orientation. Our children are treated as individuals with their own abilities, difficulties, attitudes, backgrounds and experiences.

At Castle Vale Nursery School and Children's Centre we aim to provide a friendly, secure and stimulating environment where children and families from all backgrounds and cultures feel welcomed. We respect and value each other, encouraging and supporting our children to be confident and independent individuals who achieve their best. We do not believe that children under 5 engage in bullying but this policy should be used if any circumstance arises where it is considered necessary.

Bullying is any behaviour that is deliberately intended to hurt, threaten or frighten another person or group of people. It is usually unprovoked, persistent and can continue for a long period of time. It always reflects an abuse of power and is usually premeditated.

Bullying behaviour can include:



- Physical aggression, such as hitting, kicking, taking or damaging possessions;
- Verbal aggression, such as name calling, threatening comments, insults, racist remarks, teasing, sending nasty notes or making nuisance calls;
- Indirect social exclusion, such as deliberately leaving someone out, ignoring someone, spreading rumours about someone or about their family.

Racial, sexual or homophobic harassment involves the same kinds of behaviour directed against someone because of their cultural or ethnic identity, their gender or sexuality. Harassment is defined as any kind of unreasonable behaviour which alarms, distresses or torments someone else.

Aims

- To create an ethos in which bullying/harassment are considered to be unacceptable by all members of the community.
- To identify and deal effectively with incidents of bullying/harassment.

Processes

Bullying behaviour can be prevented through a combination of:

- Awareness raising about what bullying is and how it effects people
- Emphasising the important role that bystanders play in talking about bullying and how to safely challenge bullying behaviour.
- Encouraging users to manage their relationships constructively and assertively.
- Help to build an anti-bullying ethos in the Centre.
- Staff will encourage openness and disclosure of incidents.

Responding to bullying situations

There are five key things to remember when responding to a bullying situation:

- Never ignore suspected bullying
- Don't make assumptions
- Listen carefully to all accounts
- Adopt a problem solving approach
- Follow up shortly after intervention and some time after to check that the bullying hasn't returned.

Procedures to follow:

- When a bullying incident is identified it is important to make a record of who is involved, what happened and how it was followed up
- School and centre staff are responsible for dealing with incidents of bullying, and these should be dealt with as soon as possible after the incident.
- The 'No Blame Approach to Bullying' steps could be used if appropriate
- All matters of bullying to be brought to the attention of the appropriate manager.
- Parents/carers to be informed

- Appropriate action will be taken.
- The victim to be informed that action has been taken.
- Support for the victim to be provided if necessary.

Equal Opportunities

This policy will be applied equitably to all users irrespective of ethnicity/gender/religion or special educational need.

Monitoring and Evaluation

A systematic collection of objective data will aid analysis and support appropriate action. The collated data will be scrutinised, as part of the school's self evaluation process in order to support planning to address issues raised.