

BULLYING

Policy

Grassroots Day Nursery takes bullying very seriously. Bullying involves the persistent physical or verbal abuse of another child/children.

A child who is bullying has reached a cognitive development stage where they are able to plan to carry out a premeditated intent to cause distress to another. Bullying can occur in children of any age.

If a child is found to be bullying another child/children, we will show the children who have been bullied that we are able to listen, take their concerns seriously and act upon them;

- We intervene to stop the child who is bullying from harming the other child or children;
- We give reassurance to the child or children who have been bullied;
- We explain to the child doing the bullying why their behaviour is not acceptable;
- 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 recognise that children who bully are often unable to empathise with others and for this reason we do not insist that they say sorry unless it is clear that they feel genuine remorse for what they have done;
- 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 (without sharing confidential details such as the name of the child who carried out the bullying), explaining that the child who did the bullying is being helped to adopt more acceptable ways of behaving.

In no circumstances will physical punishment, humiliation, denial of food or drink be used as punishment in line with the Statutory Framework for the Early Years Foundation Stage and The Practice Guidance for the Early Years Foundation Stage and the UN Convention for the Rights of Children.

Policy/Procedure name: Bullying Policy	
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Signed: (Proprietor/Manager)	
Signed: (Deputy Manager)	