

Anti-Bullying Policy

Aims:

The aim of the PNSF Anti-Bullying Policy is to ensure that all children access a supportive, caring and safe educational environment without fear of being bullied to ensure they are able to fully benefit from the opportunities available to them in the provision.

We recognise that young children are learning how to behave, navigate their world and forge relationships. PNSF staff are committed to working in partnership with children to create a happy, safe, predictable and mutually respectful environment. Bullying is anti-social behaviour and affects everyone. It is unacceptable and will not be tolerated.

Bullying is defined as intentional, hurtful, repetitive behaviour that involves a power imbalance so it is difficult for those being bullied to defend themselves.

The main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist and other derogative remarks)
- indirect (spreading rumours, excluding someone from social groups)
- online bullying

Children who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may also be evidence of changes in learning and engagement, reduced concentration or refusal to attend. Children must be encouraged to speak out and report bullying.

Staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Statutory duty of schools

Section 89 of the Education and Inspections Act 2006 states that maintained schools must have measures in place to encourage good behaviour and prevent all forms of bullying. Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Implementation

At PNSF, the following steps may be taken when dealing with incidents of bullying:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or observed it;
- A clear account of the incident and how it was responded to will be recorded and given to the Head of School through our CPOMS platform;

- Key Workers will monitor the children concerned and if the behaviour persists, advise the head teacher;
- Parents will be kept informed;
- Consequences will be used as appropriate and in consultation will all parties concerned;
- Support for both the bully and the victim will be considered and offered where appropriate.

Children

Children who have been bullied will be supported by:

- offering an immediate opportunity to talk about it with their Key Worker or other member of staff of their choice
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence

Children who have bullied will be helped by:

- being given time to talk about what happened
- discovering why the child became involved
- establishing the wrongdoing and need to change
- their family being informed to help change the attitude of the child

Staff supervise all children's play in both the indoor and outdoor provisions throughout every session, including lunchtime. Staff will intervene to prevent and halt bullying behaviour and provide support to children who feel victimized. There is a clear procedure for reporting incidents.

The following disciplinary steps can be taken:

- official warnings to cease bullying and unkind behaviour
- removal from the area of play or learning
- exclusion from certain areas of the provision
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion

Curriculum

The PNSF curriculum supports the raising of awareness of the nature of bullying and its eradication through:

- empathy building circle time activities such as helping children to learn how to express their feelings and recognise emotions in others, discussing the way that people are different, talking about kindness and helping others to feel better when they are upset.
- Stories
- modelling behaviour through play support
- Being clear about how children should behave respectfully towards each other and linking behaviour expectations to our school rules (We are kind, we listen, we help)
- Utilising age appropriate restorative approaches including supporting children to express their feelings in a safe space and modelling how to apologise in meaningful ways.
- Encouraging assertiveness in children who might find it difficult to stand up for themselves. For example, through role-play scenarios or undertaking activities that show children how to express their emotions clearly and calmly.

Families

At PNSF we work with families, alongside the Parent Support Advisor where appropriate, to ensure they:

- understand our approach to bullying and relational conflict.
- Are aware of signs to look out for in case their child might be bullied
- Have a clear route to report anything they might be worried about to the school.
- Understand that it is important to not tell their child to fight back as this may make matters worse.

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the PNSF.

This policy should be read in conjunction with the PNSF Behaviour and Relationships Policy.