



South Normanton Nursery School

Anti-Bullying Guide

Our School Community

At South Normanton Nursery School, we are committed to a Bullying Free Environment by embedding our 'Rights Respecting Promise' and by having a shared vision and belief around every child has a right to be safe and to play and learn in line with the United Nation Convention on the Rights of a Child.

Bullying affects everyone, not just the bullies and the victims. No one person or group, whether staff or child, should have to accept this type of behaviour. Only when all issues of bullying are addressed, will a child best be able to benefit from the opportunities available at the Nursery



What is Bullying?

Children as young as 3 and 4 are learning to play and socialise with their peers. It is important to recognise the difference between 'relational conflict' where there is a falling out and bullying.

Bullying is "Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally and involves an imbalance of power". (DfE "Preventing and Tackling Bullying", July 2017).

Bullying also involves an imbalance of power between the perpetrator and the victim. This could involve perpetrators of bullying having control over the relationship which makes it difficult for those they bully to defend themselves.

Relational Conflict or Bullying?

Brian and Lucy are arguing over a toy. Brian takes the toy and then Lucy grabs it back and vice versa. This is likely to be a relational conflict where they share the balance of power. This doesn't mean it shouldn't be challenged, it just isn't bullying. Take the same example, but this time every time Brian uses the toy Lucy snatches it away. Brian doesn't snatch it back but Lucy insists on taking it from Brian each time. This happens over a number of days. In this example the relational conflict is now bullying. It is repetitive, there seems to be intent in the action, it's hurtful and the power seems to have shifted because Lucy is continuously showing force over Brian.



Preventing, identifying and responding to bullying

The best way to deal with bullying is to try and prevent it from occurring. Staff work closely with the children to foster and develop positive social interactions between themselves and their peers.

Our staff are aware that the emergence of bullying is based on the formation of specific relationships among children who bully, children who are bullied, and children who observe the bullying—the bully, the victim, and the bystander.

The Bully

Children who bully need to learn to stop bullying, engage in more co-operative behaviours, and develop empathy and social problem-solving skills.

The Victim

Children who are targets of bullying need to learn how to respond to bullying with assertiveness, rather than by submitting or counter-attacking.

The Bystander

Bystanders need to learn that they have the power to stop bullying and how to use problem-solving strategies to help prevent and stop bullying.

Staff know to use the strategy of “Stop, Coach and Engage”. Stop the behaviour, coach the victim to respond and engage the children watching to support and be kind. Our staff know that If we don’t intervene to stop bullying, children learn that bullying is an acceptable way to behave and this is a non-negotiable here at South Normanton Nursery School - all staff model, observe, analyse and intervene where needed.

What can you do as a parent?

Look for unusual behaviour in your children. For example, they may suddenly not wish to attend nursery or they may regularly say that they feel ill. Try not to ask leading questions, encourage your child to tell you or show you what is the matter.

Always take an active role in your child's education, talk regularly to your child’s key worker and engage with your child’s learning journey ‘Tapestry’ with your child to prompt conversations.

If your child encounters any problems at the Nursery, inform your child’s key person straight away. Your complaint will be taken seriously and appropriate action will follow as soon as possible.

It is important that you advise your child not to fight back. It can make matters worse! Tell them to ask for help and to tell any adult as soon as possible so the incident can be dealt with effectively.

Try to ensure that your child maintains a positive image of themselves.

Our full Anti-Bullying can be found on our website
<https://www.southnormantonnurseryschool.co.uk/>

