

Bullying policy and procedure

At Cubs Corner we believe that our nursery should be a happy place for the children and that no one should have their time spoilt with us by words or actions of another. We understand bullying to be an attempt to hurt, humiliate or frighten someone. Identifiable types of bullying

Physical

1. Hitting, punching, kicking
2. Pushing, jostling, prodding, spitting
3. Damage to someone else's property

Psychological

1. Name calling e.g. "smelly"
2. Reference to body images e.g. "fatty"
3. Threatening e.g. "I am going to get you"
4. Teasing and excluding.

Cubs Corner Nursery main aim:

- No form of bullying is acceptable
- Everyone should report incidents of bullying, including witnesses
- We will support victims of bullying
- We respond to incidents calmly and without aggression
- We seek staff, parental and peer group support to counter bullying at all times
- And we always listen.
- The nursery will put measures in place to support a child who is being bullied and to manage the bullying.
- Time will be made for parents to talk with relevant nursery practitioners to explore what is happening for their child and how the nursery and parent can support the child together.
- Bullying will be monitored through written observation for the parent, to reassure them of progress that is being made.
- Looking at how the playroom is set out and nursery practitioners are deployed so that the child does not find themselves in a vulnerable situation
- Discussing appropriate behaviour
- Implementing a system for praising and encouraging acceptable behaviour
- The nursery will follow its behaviour management procedure to manage the child's unacceptable behaviour
- Unacceptable behaviour is monitored through written observation and reviewed with the parent on a regular basis.
- Bully will be educated and face consequences.

Bullying for staff

Cubs Corner Nursery respect and try to help the needs of staff working for the nursery. Bullying in any form is not tolerated. Whether it is emotional, physical, or harassment, it will not be accepted for either staff or the children to bully. In case of staff, disciplinary procedures will be taken. And a strategy will be drawn up to tackle any bullying problems which may arise. Any victims will be able to talk to the manager in confidence and will be reassured.

This Policy was adopted by Cubs Corner Nursery on (date): August 2024

Signed by: Ghazala Kausar

Position: Nursery Manager