



ANTI – BULLYING POLICY

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STATEMENT OF INTENT

Dromore Nursery School is completely opposed to bullying and will not tolerate it. It is entirely contrary to the values and principles we work and live by. All members of the school community have a right to work in a secure and caring school. They also have a responsibility to contribute, in whatever way they can to the protection and maintenance of such an environment.

Our purpose is to provide a safe and secure learning environment for everyone in our school.



DEFINITION

Bullying can be defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for the victim to defend him or herself. It can happen in any situation and can take many forms. If unchecked, it can be profoundly damaging to the victim in both the short and longer term, emotionally or physically or both, and can seriously disrupt or impair the capacity to learn and develop. Symptoms may include behaviour change such as withdrawal, lack of concentration, marked deterioration in an interest in school activities or reluctance to come to school.

FORMS OF BULLYING

- Physical violence, such as hitting, pushing or spitting at another pupil;
- Interfering with another pupil's property, by stealing, hiding or damaging it;
- Using offensive names when addressing another pupil;
- Belittling another pupil's ability and achievements;
- Excluding another pupil from a group activity;
- Ridiculing another pupil's appearance, way of speaking or personal mannerisms.

OBJECTIVE:

Our objective is to try to eradicate bullying in our school.

PREVENTIVE STRATEGIES:

Our first topic is 'Settling into School' and in this topic we encourage the children to share, take turns and to obey our simple rules of no hitting or kicking. The children very quickly

learn that they do have to share and take turns with our play resources. As the year progresses we discuss feelings and emotions with the children e.g. happy, sad, angry, frightened etc. We talk about things which make us feel these different ways.

RESOURCES :

- We use circle time and positive enforcement.
- The language to get along series by Cheri. J. Meiners
- Hands are not for hitting series by Free Spirit.
- Little Pathways Part 1 "Getting to know me Publishers".
- Cautionary tale series by Phil Roxbee Cox.



THE RESPONSIBILITIES OF STAFF

In Dromore Nursery School our staff will:

- Foster our pupils self esteem, self-respect and respect for others.
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.
- Be alert to signs of distress and other possible indication of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to Mrs Beattie, Principal and Designated Teacher for Child Protection, parents will also be informed.
- Follow up and investigate any complaint by a parent about bullying, and report back promptly and fully on the action, which has been taken (as indication on our Complaints Policy / Procedures).
- At all times factual written records will be kept.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

THE RESPONSIBILTY OF PUPILS:

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying;
- Intervene to protect the pupil who is being bullied.
- Report to a member of staff any witnessed or suspected instance of bullying to dispel any climate of secrecy and help to prevent further instances.

ANYONE WHO BECOMES A TARGET OF BULLIES SHOULD

- Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets. Even at Nursery age children should be encouraged to have a voice and speak out appropriately.

THE RESPONSIBILITIES OF PARENTS.

We ask our parents to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying to their class teacher and explain the implication of allowing the bullying to continue unchecked, for themselves and for other pupils.
- Advising their children not to retaliate violently to any form of bullying.
- Being sympathetic and supportive towards their children and reassuring them that appropriate action will be taken.
- Keeping a written record of any reported instances of bullying.
- Informing the school of any suspected bullying, even if their children are not involved.
- Co-operating with the school, if their children are accused of bullying, try to ascertain the truth, and point out the implications of bullying, both for the children who are bullied and for the bullies themselves.

THE RESPONSIBILITIES OF ALL:

Everyone should:

WORK TOGETHER TO COMBAT AND, HOPEFULLY IN TIME,
TO TRY TO ERADICATE BULLYING.



SANCTIONS:

- Withdraw a child from the situation and discuss with them why they have been withdrawn.
- Encourage the child to say sorry to the injured child.
- Direct the child to a different activity.
- For a more serious offence thinking time on a chair but for no longer than 3 or 4 minutes.
- For a more serious offence parents will be involved.
- In some cases bullying could lead to a Child Protection Issue and this will be dealt with accordingly.

LINKS WITH OTHER SCHOOL POLICIES:

This policy has links with our Complaints Policy/Procedures so that parents know what to do if a child is being bullied. It also has links with our Pastoral Care, Child Protection and Promoting and Sustaining Good Behaviour Policy.

MONITORING AND REVIEW OF THE POLICY:

The policy will be monitored and reviewed annually and given to parents each year. It was drawn up after consultation and in junction with parents, governors, staff and children.



Dromore Nursery school for reference only