

The Jungle Day Nursery & Cheeky Monkeys Nursery Ltd

Policy No 36-03

Child Protection – Bullying

This policy sets out the arrangements for addressing and managing incidences of bullying by children, within the nursery:

Bullying is defined as:

Bullying is an act of repeated aggressive behavior in order to intentionally hurt another person, physically or mentally.

1. In the Early Years setting bullying of a child by another child can be characterised by the following:
 - A victim is usually weaker than the bully.
 - Deliberate hostility and aggression towards the victim. This can manifest itself as racial abuse, name-calling, fighting, and exclusion from peer group or ignoring.
 - Distress, and often physical pain, for the victim.
2. All staff will receive appropriate training at the induction stage in bullying. This training will focus upon the indicators of bullying, and the appropriate action to be taken with respect to the child being bullied, and the child who is the bully.
3. When a child is being bullied there are specific behavioural indicators which can alert staff. These indicators can include:
 - refusal or reluctance to attend the nursery;
 - frequent crying for no apparent reason;
 - Fear of a specific child or children.
 - Out- of-character behaviour, such as aggression and possibly starting to bully other children;
 - Saying that they feel unwell in mornings.
 - Withdrawal, unhappiness and poor self esteem;
 - Parents/ carers reporting that the child has frequent, often recurring nightmares;
 - Reluctance to talk about what is happening.
4. When a child is being a bully there are specific indicators which can alert staff. These indicators can include:
 - poor self esteem
 - themselves being bullied or abused by others;
 - Family environment does not encourage openness, or showing feelings.
5. How well staff will manage an incidence of bullying will depend upon whether the child is being bullied, or is the bully. Strategies to be adopted within the setting, should follow:

Signed by _____

Date _____

Review Date _____

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When a child is being bullied:

The child being bullied will need to be comforted and reassured. Staff may need to discuss the issues with the Child's parents/ carers to agree the best course of action for the future.

When a child is being a bully:

The child being the bully may also need to be comforted, and the following strategies adopted:

-staff should attempt to talk to the child in a calm and friendly manner about the consequences of his/her actions and also try & discover any problems that he/ she may be having at home or at the nursery.

- Staff may need to discuss the issues with the child's parents/ carers to agree the best course of action for the future. This can involve agreeing ways of rewarding good behaviour, and positively valuing the Child's achievements to build up the Child's self esteem.

- In extreme cases, and at the nursery manager's discretion, the nursery retains the right to exclude any child for persistent bullying. This will usually only be resorted to once all other options have been exhausted and after extensive contact with the child's parents/ carers.

Signed by _____

Date _____

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