



Hart Hill Nursery School

Anti-Bullying Policy

Updated Summer Term 2022

Ratified by Governors 7/6/22

Signed 

To be updated Summer Term 2025



Rationale

In line with our safeguarding policies and procedures, we strive to provide a safe and secure environment where everyone can achieve their best level, without fear of being bullied.

The NSPCC define bullying as 'behaviour that hurts someone else. It includes name calling, hitting, pushing, spreading rumours, threatening or undermining someone'. We understand that it can happen anywhere, including school, home and online (cyberbullying) and that it is an action, or actions, that are repeated over a long period of time; this can hurt the child physically or emotionally.

Hart Hill Nursery School has a legal statutory duty under the School Standards and Framework Act 1998 to work with families to prevent bullying and to act on incidents of unkind and malicious behaviour, including bullying at the earliest convenience. The school has a commitment to fulfil the welfare requirements as set out in the Early Years Statutory Framework.

Aims

At Hart Hill Nursery School, we aim to prevent bullying and act on incidents at the earliest convenience by:

- Supporting children to develop strong relationships with their keyworkers, so that they can discuss things that are worrying them
- Ensuring all children have a voice and that staff take time to listen to what they are saying and believe it
- Using the jigsaw programme of study to support personal, social and emotional development, so that children can learn how to resolve conflict at an age appropriate level
- Support children, through Makaton and other visual gestures and keywords, to be able to say when they do not like something
- Having an open door policy, where parents are able to speak to staff at the beginning and end of the day
- Having a clear procedure for reporting concerns to the class team, and an escalation system for further exploration through the Safeguarding Team and the Senior Leadership Team
- Ensuring all children who have a significant educational needs have a behaviour support plan developed with the family, which is updated regularly, to ensure all behaviours are clear, including possible triggers and outcomes, so that all children are safe
- Having open and honest conversations with parents about their child's behaviour, both positive and negative
- Understanding that there is no single sign that indicates bullying is taking place and that signs may appear in different ways for different children, particularly at a young age

Roles and Responsibilities

The staff team will be alert to all actions that take place for the children in their class and will discuss social dynamics within their classes, so they are aware of potential concerns that may arise. They must also be aware of all areas of the school, particularly secluded spaces and ensure that these are checked regularly to ensure all children are safe and accounted for. Keyworkers must be available for children who wish to talk about something that may be upsetting them (in line with our safeguarding procedures).

Class teachers and the staff team will ensure that if a suspected bullying incident is reported by a child or a parent that the child is safe and secure in the first instance. They will then ensure that the Senior Leadership is informed at the earliest convenience, by filling in a safeguarding form (via Cpoms with the support of the DSL). It is the class teacher's responsibility, with support of the SENCo, to ensure that all children who may present with behaviours that could be deemed, or misunderstood, as possible bullying have an up to date behaviour plan, which all staff are aware of to help prevent incidents from happening.

The Headteacher must report all incidents of bullying, both founded and suspected, to the governing body as part of the Safeguarding Report to Governors. They should also work with the Designated Safeguarding Lead and Senior Leadership Team to analyse data from safeguarding forms for incidents in school termly, to identify trends and update practices.

Monitoring and Implementation of the policy

The Headteacher, with the support of the DSL, is responsible for keeping up to date with key legislation and amend policies and procedures accordingly, as well as informing the staff of key changes. They should review this policy as part of the three year review cycle, reviewing any incidents that have happened and the practices followed to ensure that staff are well trained and confident to follow the procedures and that children remain safe.

The governing body will ratify and evaluate the effectiveness of the Anti-Bullying policy at part of the three year policy review cycle, including being aware of updates or amendments and the reasons for these changes. They will monitor the policy in real life situations and respond to parents concerns regarding anti-bullying as they arise through the complaints or whistleblowing procedures. The governing body is responsible for challenging the school on the day to day safeguarding of the children, to ensure that bullying, or suspected incidents, are addressed and acted on at the earliest convenience and that the best possible outcome for both children has been achieved.