

APPLE TREE DAY NURSERY

BULLYING POLICY

Apple Tree Day Nursery aims to provide broad, balanced and equitable experiences for all children, parents/carers and staff regardless of their gender, creed, disability, ethnic origin, sexuality or political persuasion.

Roland (1989) defines bullying as:

"long-standing violence, physical or psychological, conducted by an individual or a group and directed against an individual who is not able to defend himself in the actual situation". (SCIP Guidelines 1996).

Apple Tree Day Nursery will not condone or tolerate bullying in any form whether this is child to child, adult to adult, child to adult or adult to child.

In order to counteract bullying in all its forms, the Apple Tree Day Nursery seeks to :

- . provide a caring supportive environment for all
- . encourage good behaviour and respect for self and others
- . promote self discipline and regard for authority by teaching coping and tolerance skills
- . value the contribution of all children and adults
- . provide adult models of expected behaviour
- . reward improvements in behaviour in a variety of ways including body language, praise and tangibles
- . maintain vigilance in minimising incidences of bullying by early identification and alleviation

- . discuss behaviour issues whole team, and with parents/carers
- . promote self esteem and a sense of their own worth

Child to Child Bullying

When a child is perceived to be the victim of bullying, the following steps will be taken:

- . staff will make themselves available to listen to the child.
- . the bullied child will be protected from further recurrences. Staff will develop strategies to counteract the bully.
- . the child will be reassured and supported
- . the long term development needs of the bully will be assessed, leading to possible changes of programme and IEP.
- . the incident will be recorded in the incident/accident book

Child to Adult Bullying

Staff will ensure that:

- . the room is arranged in such a way as to lessen opportunities for bullying and aggression
- . they plan interceptions and avoidance strategies
- . they discuss the individual concerned at Nursery staff meetings
- . also with parents/carers

Adult to Adult Bullying

Adults who witness or become victims of bullying in any form may

- . seek the advice and support of their manager
- . raise the issue with owner
- . expect that the issue will be dealt with fairly, promptly and without prejudice

Adult to Child Bullying

Bullying of children will not be tolerated. All staff have a collective responsibility to ensure that:

- . all children are respected and valued
- . all behaviour management programmes reflect a positive approach
- . parents/carers are advised of behaviour programmes in force and given the opportunity to contribute to the management of their child's behaviour
- . parents/carers who are experiencing difficulties at home are given time to discuss these issues and decide on positive solutions
- . all programmes are updated, evaluated and reviewed regularly
- . where physical intervention is necessary to protect the child or others nearby, it is 'of the minimum level necessary to prevent escalation and avoid difficult or dangerous behaviour occurring'

Discipline

The Apple Tree Day Nursery has high expectations and will promote discipline by:

- . adult modelling of positive desirable behaviours

- . praising good examples of behaviour in a variety of ways such as by body language, gesturally, verbally or tangibly
- . arranging the environment to provide a safe, stimulating and satisfying range of experiences
- . teaching self discipline and regard for authority
- . teaching coping and tolerance skills
- . ignoring behaviour which seek negative attention e.g. tantrums
- . implementing positive strategies and programmes to manage challenging behaviour using SCIP guidelines
- . setting behaviour targets in reviews and IEPs and seeking parental approval/support for strategies
- . discussing behaviour issues, including individuals, both within the nursery teams and whole nursery
- . recording incidences of 'time out'
- . dealing promptly with and recording incidence of bullying