**Mucky Pups Preschool**

**Anti-Bullying policy**

**Aim**

*The aim of this policy is to ensure that all parties involve understand that as a setting we respond to the issue of bullying very seriously whether amongst children or adults and have strict procedures that will be adhered to should there be any evidence within the Nursery.*

Bullying is wrong and is damaging to individual people.

Mucky Pups proactively implements policies and procedures to prevent this by developing a nursery in which bullying is regarded as unacceptable. This policy is designed to support the nursery behaviour policy, equal opportunities, and anti-discrimination policies.

The United Nations Convention on the Rights of the Child (UNCRC) sets out every child’s right to:

• Be protected from all forms of physical or mental violence, injury or abuse, maltreatment, or exploitation.

• Be protected from discrimination.

• Express their views, in a supported and accessible way, on issues that affect them, and to have their opinions taken seriously.

• Education.

**Aims and Objectives**

* To deliver a safe and secure environment where all children can play and learn without fear or anxiety.
* Establish relationships with Parents/Carers to share information and needs of the child
* To produce a consistent response to any bullying incidents that may occur.
* To make all those connected with Mucky Pups aware of our opposition to bullying and staff have a responsibility to eradicate bullying in our nursery.
* We do not tolerate any kind of bullying as stated above on any grounds whatsoever and support all parties involved to gain a full understanding of our ethos
* For children to understand the expectations, rules and boundaries when in nursery
* For children, staff and families to treat each other with respect
* To promote children’s confidence, self-esteem and independence
* Concerning behaviour will be identified and addressed
* To value and recognise the contribution each individual brings to the setting
* Respect and value individuals’ own feelings and the feelings of others
* For individuals’ to express their concerns and fears without feeling judged, incompetent or inadequate

**What is bullying?**

We define bullying as actions taken by one or more people with the deliberate intention of hurting another person (in any of the above ways). It is a pre-meditated act, which relies on a stage of cognitive development in order to think the process through.

**Bullying includes but is not exclusive to:**

* Physical - pushing, kicking, hitting, pinching, and other forms of violence or threats.
* Verbal - name calling, sarcasm, spreading rumours, persistent teasing
* Emotional - excluding, tormenting, ridicule, or humiliation
* Racist - Racial taunts, graffiti or gestures
* Social - unwanted physical contact or abusive comments
* Homophobic - any hostile or offensive action against lesbian, gay males or bisexuals or those perceived to be these above.

These can be delivered on a personal, face to face basis, but also by using existing and new technology, known as cyber bullying.

Mucky Pups staff recognise that all children are unique and we believe this is the key to understanding, acknowledging and acting on children’s behaviour. The staff are committed to supporting and caring for children and their families based on their individual needs. Through knowledge and experience, staffs recognise and acknowledge that children’s behaviour varies depending on their age and stage of development. Staff recognise there are many reasons for the display of behaviours and will endeavour to establish these and support the child and their family.

**Rough and Tumble Play**

The pre-School Learning Alliance has acknowledged and highlighted the need to recognise rough and tumble play as distinct from inappropriate or aggressive behaviour. Television or films, which include superheroes, often influence young children on weapon play and they will mimic this behaviour through their play.

We endorse the following strategies to manage this kind of play:

* Recognise that this is pro-social play rather than aggressive
* Set boundaries for the games to be set out in
* Use planning opportunities to discuss the concept of 'good' and 'bad'.
* Support the play to find alternative solutions to weapon play, exploring different scenarios.

**Hurtful Behaviour**

Very young children are 'egocentric' which means that they put their own feelings before others, and even the most considerate child will have the occasional outburst due to frustration, anger or over exuberance. We acknowledge that this is a developmental area that needs to be nurtured and supported and that very young children do not intentionally wish to cause hurt. If hurtful comments are made, our strategies are:

* To recognise that very young children are not always able to manage their own feelings and deliver them appropriately
* Assist in this management to support their biological and cognitive development.
* Offer support to both parties and to discuss the issues through play, story times and circle time activities.

**Anti - Bullying Procedure**

***The role of the manager***

It is the responsibility of the manager to implement Mucky Pups anti-bullying strategy and to ensure that all staff (paid/unpaid) are aware of the policy and know how to deal with incidents of bullying.

The manager:

* Ensures that all children begin to learn that bullying is wrong and that it is unacceptable behaviour in the nursery.
* Draws the attention of everyone to this fact through staff meetings and monitoring that this is being implemented on a regular basis.
* Ensures that all staff are in receipt of enough training to be equipped to deal with any incidents of bullying.
* Sets the nursery climate of mutual support and praise for successes, so making bullying less likely. When people feel they are important and belong to a friendly and welcoming setting, bullying is far less likely to occur.

***The role of staff***

Mucky Pups staff recognise that all children are unique, and we believe this is the key to understanding, acknowledging and acting on children’s behaviour. The staff are committed to supporting and caring for children and their families based on their individual needs. Through knowledge and experience, staffs recognise and acknowledge that children’s behaviour varies depending on their age and stage of development. Staff recognise there are many reasons for the display of behaviours and will endeavour to establish these and support the child and their family.

Staff in the nursery take all forms of bullying seriously and intervene to prevent incidents from taking place. A record is kept of all incidents of bullying that happen in the nursery and these are shared with the manager.

* If staff witness an act of bullying, they will do all they can to support the person or persons who are being bullied. If a child is being bullied over a period, then, after consultation with the manager, the key worker informs the child's parent.
* For all incidents of bullying behaviour management form should be completed.
* We record all incidents of bullying that occur within the nursery.
* If practitioners become aware of any bullying taking place between members of a group, we deal with the situation immediately.
* They will support all parties to understand that this is not acceptable to be bullied, to be the recipient of bullying, and that the nursery will deal with the situation very seriously. If the patterns repeat of bullying the child's parents will be asked to meet with the manager.

***The role of parents***

Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact the manager immediately.

* Parents have a responsibility to support Mucky Pups’ anti bullying policy and actively encourage their child to be a positive member of the nursery.
* Parents are always expected to help develop their child’s social skills, in support of Mucky Pups’ ethos.
* Report any concerns or incidents to Mucky Pups.
* Actively support Mucky Pups’ behaviour and anti-bullying policies.
* Be responsible for their child’s behaviour out of Mucky Pups

*Monitoring and Review*

This policy is monitored regularly by the manager to ensure it is up to date with the requirements of the EYFS.

Date policy adopted on: 1st September 2022 Date for review: 1st September 2023

Signed: J E Wills Position: Manager