



The LJS Nursery School Safeguarding/Policies

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Safeguarding and Welfare Requirement: Child Protection

LJSNS must have and implement a policy, and procedures, to safeguard children.

Bullying and Challenging Behaviour

Bullying is not always easy to define, but according to Dan Oweus, an expert in the field of prevention of bullying, he says it should include:

- 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 bisexual or those perceived to be these above.

All of the above forms of bullying cannot just be delivered on a personal, face to face basis, but also by using existing and new technology, known as cyber bullying. We can sum up bullying as actions taken by one or more people with the deliberate intention of hurting another person (in any of the above ways). This policy is designated to support the nursery positive behaviour, equal opportunities and antidiscrimination policies. Bullying is about a pre-meditated act, which relies on a stage of cognitive development in order to think the process through. **It is unusual for children under 5 years of years to pre meditate.** Children who have older siblings are more sophisticated in a range of positive and negative social interactions and may display negative and positive behaviours copied from an older sibling or their friends.

- Bullying is wrong and is damaging to individual people. LJS Nursery proactively implements policies and procedures to prevent this, by developing a nursery in which bullying is regarded as unacceptable.
- We aim to deliver a safe and secure environment where all children can play and learn without fear or anxiety.
- This policy aims to make all those connected with the nursery 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.

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 or 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.

Very young children are “egocentric” which means that they put their own feeling 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 all and to discuss the issues through play, story times and circle time activities. *The role of the LJS Headteacher:*
- It is the responsibility of the Headteacher to implement the Nursery’s anti-bullying strategy and to ensure all staff (paid/unpaid) are aware of the policy and know how to deal with incidents of bullying.
- The Head ensures that all children begin to learn that bullying is wrong and that it is unacceptable behaviour in the nursery. The Head draws the attention of everyone to this fact through staff meetings and monitoring that this is being implemented on a regular basis.
- The Head ensures that all staff are in receipt of sufficient training to be equipped to deal with any incidents of bullying.
- The Head set the nursery climate of mutual support and praise for successes, so making bullying less likely. When people feel they are important and belongs to a friendly and welcoming setting is far less likely to occur.

The role of staff

- 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 Head.
- If staff witnesses an act of bullying they will do all they can to support the person or persons who are being bullied. If we suspect a child is being bullied over a period of time, then, after consultation with the Head, the class leader speaks to the child’s parent.
- For all incidents of suspected bullying a behaviour management strategy is discussed with our behavioural psychologist and our senior management team. 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. This will involve supporting 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 should be asked to meet with the Head and or behavioural therapist.

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 Head immediately.

- Parents have a responsibility to support the nursery’s anti bullying policy and actively encourage their child to be positive member of the nursery.
- Parents are expected to help develop their child’s social skills at all times, in support of the nursery ethos.

Monitoring and review

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

This policy was adopted by	LJSNS
On	<hr/> SEPT 2020 (date)
Date to be reviewed	<hr/> SEPT 2021 (date)
Signed on behalf of the provider	<hr/>
Name of signatory	<hr/>
Role of signatory (e.g. chair, director or owner)	<hr/> <hr/>

This school is committed to safeguarding and promoting the welfare of children and insists all staff and expects all parents to share this commitment.

“Safeguarding is everyone's responsibility.”