

Anti-Bullying

Raised In aims to provide a welcoming, safe and tolerant environment free from bullying for all children and team members who attend/work in the setting.

If a child or Raised In team member reports an incident of bullying it will not be ignored.

To ensure this:

- All management, team members, students, volunteers and children have a clear understanding of what bullying is
- All management, team members, students, volunteers and children know what the setting's policy is on bullying and follow the procedure when bullying is reported
- We take bullying seriously and children and parents/carers are assured that they will be supported when any type of bullying is reported

What is Bullying?

Bullying of any kind is unacceptable at Raised In. If bullying does occur, team members and children should be able to report the incident and know that the matter will be dealt with promptly and effectively. Bullying can be seen in various forms as set out below, children's age and stage of development will be considered to determine if the behaviour is deemed as bullying.

Bullying can be seen in various forms:

- **Emotional:** being deliberately unkind, shunning or excluding another person from a group or tormenting them. For example, forcing another person to be 'left out' of a game or activity, passing notes about others or making fun of another person.
- **Physical:** pushing, scratching, spitting, kicking, hitting, biting, taking or damaging belongings, tripping up, punching or using any other sort of physical violence against another person.
- **Social:** lying spreading rumours, negative facial or physical gestures carried out behind their back, to cause harm to someone's social reputation.
- **Sexual:** Unwanted physical contact or use of sexual language.
- **Cyber:** any threat associated with all areas of the internet.
- **Racist:** racial taunts, gestures and discrimination.

- **Verbal:** name-calling, put-downs, using words to attack, threaten or insult. For example: making fun of another person's appearance.
- **Psychological:** behaviour likely to instil a sense of fear or anxiety in another person.
- **Age:** older children bullying younger children.
- **Vulnerable children:** children bullying children who are vulnerable because of a difference or disability.

Signs and Symptoms

There are different indications that demonstrate that someone may be being bullied or worried about something that is happening to them. Adults should be aware of the possible signs, which should be investigated if there is a concern. Team members will note any bullying incident, including any minor incidents to ensure that bullying does not develop further and to look for any pattern in behaviour. The bully and the victim will be supported at all times by all team members.

Although the following symptoms may be indicative of other problems, bullying should be considered as a possibility:

- Becoming introverted
- Changes to their usual routine
- Reluctance to attend the setting
- Stopping eating
- Unexplained cuts or bruises
- Becoming less confident
- Beginning to stammer
- Behavioural changes, becoming aggressive and destructive
- Becoming a bully themselves
- A change in their eating pattern

Policy (Children)

Raised In takes its duty seriously to care for and provide a safe environment for the children attending our nurseries. Team members will focus on promoting positive behaviour as outlined in Raised In's Behaviour Policy. Team members will use methods such as circle time, stories and role-play to prevent bullying, enabling children to celebrate culture and diversity. Bullying is always taken seriously and will be investigated fully.

If bullying is reported team members will follow the subsequent procedure:

Procedure

- All incidents of bullying will be addressed thoroughly and sensitively.
- The bullied child will be reassured that it is not their fault, and team members will support them and regularly check their welfare.
- Facts will be established around the allegations and each of the parties will be treated alike and dealt with separately.
- The parents/carers of both the bullied child and the bully/bullies will be informed, the incident/s will be recorded and parents/carers will be required to sign the incident report.
- The children, parents/carers and team members will be involved in any decision making and action that is to be taken for example a plan of action.
- Suspending or expelling a bully will be the last resort as bullies will often have emotional problems that need to be dealt with, and along with the parents/carers we will support the child emotionally.
- Team members will monitor the situation and review and evaluate incidents.

Policy (Raised In team members, volunteers, students and parents/ carers)

Raised In has a duty of care to provide a safe environment for both adults and children attending and working in the setting. If bullying is reported, team members will follow the subsequent procedure for dealing with bullying behaviour. Bullying is always taken seriously and will be investigated fully.

The following procedure will be followed in cases of bullying:

Procedure

- Team members are encouraged to immediately report any bullying they see to a member of the management team.
- All incidents of bullying will be addressed thoroughly and sensitively.
- The bullied individual will be reassured that it is not their fault and will be reassured and will be taken seriously. The manager will support and regularly check their welfare.
- Facts will be established around allegations and each of the parties will be treated alike and dealt with separately.
- If appropriate, both parties will be supported to meet and talk through the incident.
- Disciplinary action will be taken against any members of the team who are found to be bullying another member of the team, volunteer, student or parents/carers.

Signed: Nicola Brimble, Head of Nursery

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This policy links to: Promoting Positive Behaviour Policy, Biting Policy and Whistleblowing Policy