



Anti-bullying Policy

It is the aim of St. Teresa's Nursery School to create a community in which all staff and pupils feel safe, valued, supported and happy. Bullying is an activity which flows contrary to this stated aim.

Bullying is the wilful, conscious desire to hurt or threaten or frighten someone else. To do this, the bully has to have some sort of power over the victim, a power not always recognisable to the teachers in the classroom. Any behaviour which the illegitimate use of power in order is to hurt others is described as bullying behaviour.

For some of our children, bullying behaviour may be regarded as acceptable in their out-of-school world, where strength is shown through bullying. Some of our parents/carers may teach their children to stand up for themselves; they may also teach them to retaliate first. These are not values which St. Teresa's Nursery School accepts or promotes. Tackling bullying is one part of making our school a happy place for everyone and this is best achieved through curriculum-based activities to broaden children's perceptions. Anti-bullying messages are promoted through Circle Time, PATHS, Anti-Bullying Week and through the Personal Social and Emotional Development curriculum content.

At St. Teresa's Nursery School, we will endeavour to-

- i. pre-empt the issue by discouraging such behaviour before it develops
- ii. create an environment in which such behaviour and attitudes do not flourish
- iii. watch out for behaviour that is, or could become, bullying in nature
- iv. actively and effectively intervene, if identified
- v. deal with such behaviour appropriately and in line with the school's anti-bullying policy.

RECOGNISING BULLIES

- Bullies tend to be assertive and have aggressive attitudes over which they exercise little control.
- Bullies tend to lack empathy; they cannot imagine what the victims feel.
- Bullies tend to lack guilt; they rationalise that the victim somehow "deserves" the bullying treatment.

These attitudes and behaviour can be addressed through curricular intervention aimed at the prevention of bullying.

1. Co-operative work and non-aggressive behaviour should be praised through stickers/praise.
2. Empathy should be encouraged through role play activities.
3. Language and communication work should cover the theme of how other people feel.

4. Circle time should be used to explore children's feelings and attitudes.

RECOGNISING VICTIMS

Bullies pick on vulnerable children. Victims may be pupils who are:

- New to the Nursery class or to St. Teresa's Nursery School.
- Different in appearance, speech or background from other pupils.
- Suffering from low esteem (but it's not clear whether this is a cause or effect of bullying).
- Demonstrating 'entertaining' reactions when bullied, e.g. tantrums, loss of control.
- More nervous or anxious.

ANTI-BULLYING ACTION PLAN

Bullying can be dealt with through active classroom management. If a staff member becomes aware of bullying behaviour they should:

- Take the incident or report seriously.
- Remain calm; reacting emotionally may encourage the bully and give the bully more control of the situation.
- Reassure the victim, don't make them feel inadequate.
- Offer concrete help, advice and support to the victim(s).
- Encourage the bully to see the victim's point of view.
- Punish the bully if appropriate but be very careful how this is managed. Reacting aggressively or punitively gives the message that it's all right to bully if you have the power.
- Explain clearly the punishment and why it is being given.

WHOLE-SCHOOL MANAGEMENT ISSUES

- Staff must inform the Class Teacher so that incidents can be handled discreetly and sensitively.
- Inform colleagues if the incident arose out of a situation where there are broader learning points and everyone should be vigilant.
- Inform the Principal, who may inform the parents/carers of the children involved.
- Carefully monitor all areas of the environment e.g. including bathrooms and cloakrooms.
- Think ahead and plan how to prevent a recurrence of any incident of bullying.

Monitoring and evaluation

This policy will be reviewed and monitored in line with the school's policy review schedule.