



Anti-bullying Policy

Reviewed September 2023

Introduction

At our nursery, we celebrate uniqueness and kindness. We stand strong against discrimination and bullying. Every child is special, and we teach respect for differences. We foster an environment where kindness blooms, where every child feels safe and loved. Together, we build a foundation of friendship and understanding that lasts a lifetime.

Definition of Bullying

For the purpose of this policy, Portman Nursery School, universally recognise the definition of bullying as the intentional use of power, whether physical or emotional, to harm or control others. It involves behaviours that cause distress, fear, or harm to an individual creating an imbalance of power.

It is essential that children and adults are able to share, cooperate and collaborate. We believe that everyone should be treated with dignity and respect. Our own sense of self-respect and feelings of self-esteem enable us to experience security and make friendships. This helps us behave appropriately when working, learning or playing with others.

We do, however, recognise that we will experience relationships where there are inequalities of power. As members of a diverse community we need to learn how to behave in ways which do not challenge the equal opportunities of other people and prioritise this in our thinking and approaches. We need to learn that it is not acceptable to seek or to gain status or power by bullying and discriminating against others.

When attending Portman Nursery School children and adults can expect the following:

- Opportunities to develop positive relationships with each other.
- Children and adults will develop their awareness of their roles in relationships and will take responsibility for their actions.
- Children and adults will have the opportunity to develop skills in dealing with conflict in an appropriate and assertive way. **Please refer to Portman Nursery School's behaviour policy for further information on resolving conflict strategies and approaches.**

What to do if you are being bullied or someone you know is being bullied within the Nursery

Any incidents where bullying has occurred this needs to be shared with the senior leadership team. It will be taken seriously and appropriate action will be taken. If you are concerned that the perpetrator of bullying is a member of the SLT all concerns must be raised with the Chair of Governors Sylvie Gambell.