



Anti Bullying Policy

Reviewed: June 2025

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Anti-bullying

Children need their own time and space—it's important to remember that it's not always appropriate to expect them to share. We must acknowledge their feelings and support them in understanding how others might be feeling too.

At the same time, children should be encouraged to recognise that behaviours such as bullying, fighting, hurting others, or making discriminatory comments are not acceptable.

Our goal is to help them develop a clear understanding of right and wrong, and to guide them in making kind, respectful choices.

What is bullying?

Bullying is not always easy to define, but according to Dan Olweus, 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 rumors, 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.

Bullying can take many forms—not only face-to-face, but also through the use of existing and emerging technologies, commonly referred to as cyberbullying.

In simple terms, bullying involves actions taken by one or more individuals with the deliberate intention of causing harm to another person, whether emotionally, physically, or socially.

This policy is intended to support and reinforce our existing **Behaviour Policy**, **Equal Opportunities Policy**, and **Anti-Discrimination Policy**, ensuring a safe and inclusive environment for all children and staff.

Bullying is about a pre-meditated act, which relies on a stage of cognitive development in order to think the process through.

Aims and Objectives

At Little Learners Nurseries, we believe that bullying is harmful and completely unacceptable. We are committed to creating a nurturing environment where every individual feels safe, respected, and valued.

To support this commitment, we have clear policies and procedures in place to prevent bullying and respond effectively to any incidents that may arise.

- Our goal is to provide a safe, secure environment where children can play and learn free from fear, intimidation, or anxiety.
 - This policy ensures a consistent and effective approach to addressing

bullying in any form.

- We actively promote awareness of our anti-bullying stance among all members of the nursery community, and staff are responsible for upholding this standard.
- Bullying of any kind is not tolerated under any circumstances. We work with all involved to ensure a shared understanding of our core values and expectations.
- We strive to build strong, respectful relationships between staff and parents/carers, fostering cooperation and mutual trust for the well-being of every child.

Rough and Tumble Play

Little Learners 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.

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 the Nursery anti-bullying strategy and to ensure that all staff 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. The manager draws the attention of everyone to this fact through staff meetings and monitoring that this is being implemented on a regular basis.
- The manager ensures that all staff are in receipt of sufficient training to be equipped to deal with any incidents of bullying.
- The manager set 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

- 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 witnesses 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 of time, then, after consultation with the manager, the key worker informs the child's parent.
- For all incidents of bullying incident logs 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 with the guidance of **Promoting Positive Behaviour Policy** within our setting. 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 manager.

The role of parents

- Parents, who are concerned that their child might be bullied, or who suspect that their child may be the perpetrator of bullying, should contact the nursery manager immediately.
- Parents have a responsibility to support the nursery's anti bullying policy and actively encourage their child to be a 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.

At Little Learner's Nursery Group, we believe that children thrive when they understand what is expected of them. We foster respectful behaviour through meaningful interactions with caring adults who demonstrate kindness, respect, and appreciation for each child's unique personality.

We consistently encourage and praise positive, polite, and considerate behaviour in an environment where children learn to respect themselves, others, and the world around them.

By actively promoting good behaviour, cooperation, and empathy, we aim to support children in becoming confident, responsible, and respectful members of society.

Monitoring and Review

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