St Francis’ Nursery Unit
“Bullying Type” Behaviour Policy

Aims

It is the policy of St Francis’ Nursery Unit that our children, while in our care are never exposed to:

- Physical violence, either from any member of staff or peer.
- Intimidating or threatening behaviour, for example, being subjected to a member of staff or another child shouting at them.
- Being belittled by either a member of staff or a peer.
- Being ignored by any member of staff, when that child is trying to seek attention, whatever the reason.

We will ensure that each child is treated fairly at all times, regardless of their gender, creed, disability/ability or family background.

All children within our setting will be made aware through time, of the importance of respecting the needs, rights and possessions of others.

It is our intention to educate our children to understand the basic concepts of right and wrong.

It is our intention that all staff and children become aware, on entering the setting, that bullying, no matter in what shape or form, will not go unchallenged or indeed be tolerated.

We in St Francis’ Nursery Unit hope to gain through good teamwork:

- The respect and trust of our children.
- A sense of achievement within our children and the knowledge that they will enter and indeed leave their pre-school education setting, without ever being made to feel that they were inferior in any way, by either a member of staff or a peer.
- A positive atmosphere within our setting, where children will learn and develop at their own speed, with no pressure from any adult.
- A warm two-way relationship between parents and staff.

January 2019
Procedures in the Event of a “Bullying Type” Incident

If there is a “bullying” incident, the action taken will be:

- The situation will be addressed immediately.
- The adult will comfort the child experiencing bullying type behaviour and reassure him/her.
- She will assess the situation and explain to the child displaying bullying type behaviour that it is not acceptable in the Nursery.
- A simple word such as, “We speak nicely to our friends in Nursery” may be all that is required.
- All incidents of bullying, large or small will be noted.
- Parents of both the children will be told of the incident and the action taken, on arrival at the setting in the afternoon.