Washwood heath Nursery School and Children’s Centre

Anti-bullying policy

Mission statement
At Washwood Heath Children’s Centre, we welcome and value the cultures, traditions and languages of all people and we provide a happy, secure, caring environment where children and adults are encouraged to share and co-operate with each other. We recognise that human relationships is an interactive process and we aim to equip the children in our care with the social skills necessary to integrate and be fully inclusive despite the differences, influences, biases and individual personalities of people they will meet throughout their lives.

Staff perspective
As staff, we collectively help to build an anti-bullying ethos by role-modelling positive human interaction, challenging bullying attitudes, reflecting on the dynamics of negative interaction by raising awareness of the historical and contemporary processes that contribute to sustained bullying as well as monitoring occurrences to facilitate and co-ordinate action for redressing the situation. We see our close liaison with our families as a positive step towards managing bullying (if and when it occurs) at WHCC.

What is bullying?
Bullying is where a person or a group of people deliberately and repetitively hurt or reject someone else just because they can.

Bullying can take the form of:
- Name calling
- Ostracising
- Spreading unpleasant stories
- Threatening
- Ridiculing
- Hitting or kicking
- Making people do things they don’t want to do
- Deliberately damaging someone’s things
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Why bullying is harmful
Everyone at Washwood Heath Children's Centre has the right to achieve to their maximum potential and bullying at most, will be a barrier, at least, an obstacle in this process because bullying can make people feel:

- Lonely
- Unhappy
- Frightened
- Insecure and unsafe
- Ashamed of who they are or of their particular circumstances

We are aware that bullying does not only happen to children but we understand the special vulnerability of a child, who may have few skills for coping and for whom the impact of bullying may be considerable and long-remembered.

Why some people are bullies and some people are bullied
We balance the management of bullying in our environment by looking at both perspectives, that of the bully as well as the victim of bullying. We recognise that there are a lot of reasons why people are bullies, they may see being a bully as a way of becoming popular, a display of power or just a way to get attention. In the very young they may just be modelling behaviour they have experienced or seen. There is also the possibility that some bullies may not even know that what they are doing is wrong or the impact it has on their victims, they may feel they are just having a bit of fun.

Some people are bullied for no particular reason at all but usually because they are perceived as being different in some way - the colour of their skin, the way they talk, their attire, their habits, their looks, it could be anything or nothing.

How we tackle bullying
We do not see bullying as 'simply a part of growing up' and we wanted a meaningful and sensitive way to address bullying with very young children with the aim of promoting empathy and thereby preventing bullying. We use talk that is appropriate to the children's age and level of understanding, we encourage children to problem-solve, which means that we use observation as well as timely and sensitive intervention to help to foster the skills that children need. We use our curriculum and our
resources as strategies for dealing with bullying as well as the prevention of bullying, (e.g. books, role-play and circle time). We look at children's individual needs and help them to develop self-esteem, confidence and social skills. We look at appropriate and inappropriate behaviour and we promote and re-enforce positive and desired behaviour. We also encourage children to speak up and we actively listen, as the biggest barrier to dealing with bullying is when no one knows it is happening. Parental involvement is key, the parents of the bully/bullies and the parents of the victim will be informed of incidents, action taken and proposed strategies to tackle the problem. We also rely on parents to inform us, if they perceive bullying is happening that we may not be aware of.