



Cornerstone Nurseries Anti-bullying Policy for children and adults

For children;

Cornerstone Nurseries Anti-Bullying Policy forms part of our behaviour policy. This document should be read in conjunction with the behaviour policy.

Introduction

Although our behaviour policy is generally very effective, research shows that bullying exists in all schools. We aim to prevent it if possible but have put procedures in place to deal with it if and when it does arise. **It is very rare that a child who is at nursery age is bullied.**

Definitions of Bullying

Within our nursery we define bullying as;

- A person is bullied when they are exposed regularly and over time to negative actions on the part of one or more persons;
- Bullies are people who deliberately set out to intimidate, threaten and/or hurt others repeatedly. They can operate alone or as a group

Children's definition;

- A bully is someone who likes making others feel hurt, frightened or sad and who keeps on doing it;
- Sometimes a bully gets others to help them but not always
- A bully might try to make you scared to tell a grown up about what they do

Occasional fighting or falling out between friends or equals is not considered bullying

At Cornerstone Nurseries we aim to:

- Make clear to everyone within the nursery that no form of bullying is acceptable;
- Make everyone within the nursery alert to the signs and evidence of bullying and to have a responsibility to report it as an observer or victim;
- Ensure all reported incidents of bullying are followed up;
- Establish facts clearly taking separate accounts from victims, bullies and witnesses;
- Offer comfort and support to victims;
- Confront bullies with the seriousness of the offence but offer support and counselling to help them modify their behaviour and make changes;
- Seek parental and peer group support and cooperation at all times;
- Keep an incident log to record and monitor all incidents of bullying;

Procedures of dealing with bullying

In order to meet these aims and deal with bullying in an appropriate way we have agreed the following procedures;

- All staff will work together to actively promote and 'model' positive behaviour, attitudes and values;
- All staff will work with the child to find ways to make amendments for their actions
- All staff will develop a reward structure for good behaviour
- All staff will give lots of praise, encouragement and responsibilities to help the children feel valued
- If bullying happens, meetings would be booked with the parents involved to talk over the incidents and explain that the bullying would be monitored
- If the bullying still continues then the area manager and owner will be involved and consider appropriate measures and an action plan would be completed.

Signs of bullying

It is everyone's responsibility to look out for signs of bullying. The following behaviours might be signs that a child is being bullied:

- Not wanting to come to nursery
- Not wanting to go out in the garden or on the free flow
- Easily upset
- Seems frightened about coming into nursery or around other children
- Refuses to say what is wrong
- Goes home frequently with clothes or toys that have been destroyed or damaged
- Becomes withdrawn
- Cries to sleep
- Has frequent nightmares
- Has unexplained bruises, scratches, cuts, marks etc

Although we do monitor bullying, **it is very rare that a child who is at nursery age is bullied.** There can be friendship breakdowns and general behaviour development stages e.g biting but these alone are not signs of bullying.

For Employees, Workers and visitors to our organisation;

Although there is no legal definition of bullying, it can be described as unwanted behaviour from a person or group that is either offensive, intimidating, malicious or insulting. An abuse or misuse of power that undermines, humiliates, or causes physical or emotional harm to someone. A study by 3GEM in 2019 revealed that 23% of UK workers claim they have experienced bullying at work.

Bullying might be a regular pattern of behaviour or a one-off incident, it can happen face-to-face, on social media, in emails or calls, it may happen at work or in other work-related situations and it may not always be obvious or noticed by others

It's possible someone might not know their behaviour is bullying. It can still be bullying even if they do not realise it or do not intend to bully someone.

The effects of bullying can be devastating. Leading to anxiety, depression, a high level of absenteeism, poor morale and a toxic work environment. In extreme cases it can even cause PTSD.

Bullying can be;

- Direct discrimination
- Indirect discrimination
- Harassment
- Victimisation
- Discrimination by perception (When a person is bullied as they are perceived to have a protected characteristic even if they do not)
- Associative discrimination (When a person is treated differently because they know someone who has a protected characteristic).

Examples of bullying at work could include:

- constantly criticising someone's work
- spreading malicious rumours about someone
- constantly putting someone down in meetings
- deliberately giving someone a heavier workload than everyone else
- excluding someone from team social events
- putting humiliating, offensive or threatening comments or photos on social media

Bullying can also happen from staff towards someone more senior, for example a manager. This is sometimes called 'upward bullying' or 'subordinate bullying'. It can be from one employee or a group of employees.

Examples of upward bullying can include:

- showing continued disrespect
- refusing to complete tasks
- spreading rumours
- constantly undermining someone's authority
- doing things to make someone seem unskilled or unable to do their job properly

It can be difficult for someone in a senior role to realise they're experiencing bullying behaviour from their staff. It's important to consider the real reasons for the behaviour. For example, there might be a wider issue with the culture of the organisation that can be identified and addressed.

Bullying and harassment are often confused. By law, bullying behaviour can be harassment if it relates to any of the following 'protected characteristics' of the Equality Act 2010.

- age
- Disability (not always visible and includes mental illness)
- gender reassignment
- race
- religion or belief
- sex
- sexual orientation

Our responsibilities as an employer

Employers and employees have a mutual duty to treat each other honestly and with respect. This means employees have the right to have trust and confidence in their employer and to expect not to be bullied at work. Cornerstone Nurseries have a zero tolerance policy regarding bullying.

Employers have the right to expect employees not to bully each other and expect employees to treat their managers with respect and follow all reasonable instructions

Employers also have a legal duty of care to protect their employees from harm. This includes dealing with bullying issues.

Employers should do all they can to try to prevent bullying happening and take any bullying complaint seriously and look into it as soon as possible.

Cornerstone Employees will receive training on bullying and harassment during their employment.

If an employee, worker or visitor reports bullying;

Cornerstone Nurseries will take action if bullying or harassment is reported.

Employees and workers should report bullying if they see it happen to others.

Sometimes cases of bullying can be a misunderstanding, for example a difference in culture or understanding. Other times it is intentional.

In all cases we will ask the victim of bullying what measures they would like to take, often this can be an informal conversation asking the person to stop the behaviour. Our usual dispute resolution protocol would be;

- Informal Measures - discussions
- Mediation between parties
- Following our grievance procedures.
- Following our disciplinary procedures.

In all cases, reports will be treated as confidential.

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