

Our Lady's Catholic Primary School



**We aspire that through the love of Jesus everyone should
"have life and have it to the full."
Jn. 10v10**

BULLYING POLICY

Approved by: School Governors	Date: Oct 2021
Last reviewed on:	Date: Sep 2025
Next review date:	Sept 2026

Bullying Policy

NRSRY_02_02

1. The nursery never knowingly allows any child to be treated unkindly by another child, member of staff, volunteer or student, consciously or subconsciously, intentionally or unintentionally, directly or indirectly.
2. Parents are expected to let the nursery manager know if their child has ever expressed that they feel intimidated or 'picked on' by another child or adult. Likewise, if they have been shown any significant unkindness, to ensure all situations are closely monitored and all children are protected.
3. The nursery will not tolerate any form of unkindness but we do recognise that, within the early years, children are just developing their basic social skills and their actions are usually unintentional.
4. The nursery believes that it is important that children are expected, taught and encouraged to understand the consequences of their actions as soon as possible to deter them from developing further unacceptable behaviour.
5. Bullying can be: physical, verbal or emotional.
6. Being bullied can result in the victim becoming withdrawn with low self-esteem, which can lead to delayed development, low achievement and isolation.
7. If the nursery has any concerns that a child is being bullied or is bullying, an appropriate member of staff will discuss the matter with the child's parents immediately and will work to support the children involved.
8. All concerns are always taken seriously, acted upon and documented in each child's individual file, as well as the comments, compliments and complaints folder.
9. If a child is subjected to unkind behaviour from another child, we reassure them and tell them how much we care about them, they are given praise and/or special responsibilities to help them feel valued and we will work with parents to develop techniques in order to deal with any unkindness.
10. The nursery ensures that members of staff are fully informed regarding incidences of bullying or unkindness so that they can closely monitor the children involved.
11. If a child adopts behaviour that may be unkind to another, we will ensure they understand that unkindness is not acceptable and discuss with them how that might make others feel.

We will work closely with them in a positive way to explore reasons why, feelings of others, and ways in which we can behave differently.

12. We discuss these matters with parents, never in front of the child, in order to understand any reasons for this behaviour (e.g. changes at home) and to discuss strategies which can be used both at home and nursery.
13. If a parent has any concerns regarding their child's happiness or wellbeing at any time, they are asked, and expected, to speak to their child's key worker or nursery manager as soon as possible.
14. Bullying is not tolerated amongst staff and will result in disciplinary proceedings.