Anti-Bullying Policy

POLICY STATEMENT

The Orchard Nursery is committed to ensuring that all pupils feel safe, valued and respected, and are free from bullying in all its forms.
Bullying can have a significant impact on a child's emotional wellbeing, confidence and sense of security. Although persistent bullying is uncommon in the early years due to children's developmental stage, The Orchard Nursery recognises that repeated hurtful behaviour, intimidation or exclusion must be taken seriously. Any concerns will be addressed promptly, consistently and sensitively. Where appropriate, such behaviour will be treated as a safeguarding concern, with staff working closely with children, parents/carers and, where necessary, external agencies to ensure every child feels safe, valued and supported.

LEGAL FRAMEWORK
This policy complies with:
● DfE Preventing and Tackling Bullying
● KCSIE 2026
● Equality Act 2010
● Education and Inspections Act 2006
Schools must:
● Prevent bullying through structured measures
● Address off-site bullying impacting welfare
● Prevent discrimination and harassment

At The Orchard Nursery we believe all forms of bullying behaviour are unacceptable. We strive to create an environment in which all staff and pupils feel safe, respected, supported and happy.

The United Nations Convention on Rights of the Child (UNCRC) say every child has the right to:
• Be protected from all forms of physical or mental violence, injury or abuse, maltreatment, or exploitation
• Be protected from discrimination
• Express their views, in a supported and accessible way, on issues that affect them, and to have their opinions taken seriously

What is bullying?

Behaviour that is intentional, repeated, harmful, and involves a power imbalance.

Not all conflict is bullying; however, all harmful behaviour is addressed.

Bullying is usually repeated behaviour that intentionally hurts, harms or adversely affects the rights and needs of another or others.

This is a non-exhaustive definition of 'bullying' which applies only to child-to-child bullying.

The definition of bullying includes 3 key elements:-
• Non – limitation to repeated behaviours
• Method of bullying
• Intention to cause harm

It is very rare for bullying to take place in Nursery as bullying is repeated behaviours by a child INTENDING to cause physical or emotional harm to another child or group of children. Children within this age range are learning how to behave appropriately within a large social group, while at times there may be incidents of one pupil harming another, these are very rarely intended to cause harm. Instead these behaviours are often an immature expression of frustration or an immature way of expressing feelings or emotions. As children learn and develop these incidents should become less frequent.

The following (non-exhaustive) list of examples of unacceptable behaviours, when repeated, targeted and intentionally hurtful, may be considered as bullying behaviours;
• Physical Acts – such as hitting, biting, kicking, pushing, taking items
• Verbal Acts – saying mean or hurtful things, name calling
• Omission – not allowing everyone to join in or refusing to sit beside or work with someone

When assessing a one-off incident or such behaviour, to make a decision on whether to classify it as bullying, the nursery shall consider the following criteria:
• Severity of incident
• Evidence of pre-meditation
• Impact of incident on individuals
• Impact of incidents on wider nursery community
• Previous relationships between those involved
• Previous incidents involving the individuals

These factors will always take into account and be reviewed in line with the child's individual capacity to understand the impact of their behaviours e.g due to development, age, disability or delay. Any incidents which are not considered bullying behaviour will be addressed under the positive behaviour policy.

RECOGNISING BULLYING BEHAVIOUR
Bullying is an emotive issue, so it is vital that we use supportive, understanding language when discussing these matters. For that reason, we will not refer to a child as a 'bully', nor will we refer to a child as a 'victim', instead we will use terms such as "child displaying bullying behaviours' or 'child experiencing bullying behaviours. All staff will be encouraged to use this language.

PREVENTATIVE MEASURES
Our first step within our Anti-Bullying Policy is to put preventative measures in place, we will endeavour to:
• Pre-empt the issue by discouraging such behaviours before they develop
• Create an environment in which such behaviour or attitudes do not flourish
• Watch out for behaviour that is, or could become bullying in nature
• Actively and effectively intervene, if identified
• Deal with behaviour appropriately and in line with polices

Bullying can be addressed through curriculum activities and these can help to prevent bullying occurring. Staff should encourage children to work co-operatively, to display empathy towards others through role play and conflict resolution strategies, use language around how others may feel and use circle time or stories to explore feelings and attitudes.

RESPONSIBILITY

Everyone in nursery, including pupils, their parents/carers and the staff are expected to respect the rights of others to be safe. Everyone MUST work together to:

• help promote positive self esteem
• to mutually respect everyone
• be aware of behaviours which indicate bullying or signs of distress in peers
• highlight any concerns to staff
• not become involved in any form of bullying behaviour
• refrain from responding to bullying behaviours
• intervene to support the person who is being bullied unless it is unsafe to do so
• report any concerns or instances which have been witnessed to staff
• emphasise the importance of seeking help from a trusted adult
• listen sensitively to anyone who has been bullied and take what is said seriously, while providing reassurance that appropriate action will take place

REPORTING A BULLYING CONCERN

In most cases concerns around behaviours or incidents will be dealt with, with your child's key worker. Parents can speak to the key worker at any point. However, if a parent wishes to discuss this further, this can happen with a member of management. All concerns will be taken seriously and steps will be immediately put in place to address concerns highlighted.

RECORDING A BULLYING CONCERN

Records of bullying will be recorded in line with CAST's Reporting procedures.

All concerns must be: Recorded accurately on CPOMS
Categorised accurately
Clearly identify:

- Nature of concern
- Actions taken
- Outcomes and follow-up

Confidentiality will be respected, but will not prevent appropriate information sharing where safeguarding concerns exist.

In order to maintain confidentiality only management will have access to this information – other staff may be informed as and when necessary. Records will include:

• the motivation of bullying – appearance, race, religion, disability, gender identity
• the method of bullying
• information about how it was addressed

The record will also take note if the concern has been an alleged incident or if bullying has been confirmed and how it has been responded to through this policy.

RESPONDING TO A CONCERN

We aim to address any concerns quickly, thoroughly and in a sensitive manner.
We aim to intervene as best as possible to prevent further bullying incidents occurring.
We will always provide comfort and reassurance to all children, while always providing a listening ear to both the child and their family.
Bullying behaviours will be explained, as to why they are not appropriate, and we aim to help children recognise that their actions have an impact on others.

We will work closely with all involved and update as and when necessary.
We will continue to encourage positive behaviours with ALL children.
We work with the parents of the child displaying bullying behaviours to put a plan in place to help handle the behaviour
We will work with the parents of the child experiencing the bullying behaviours and explain that the child displaying the behaviour is being helped to adopt more acceptable ways of behaving.
If bullying continues to persist, more serious actions will be taken, such as increased adult supervision, implementation of a behaviour plan, and reduction in opportunities to display bullying behaviour.

Signed on behalf of the nursery.....*Emma Middleton*.....Date:… August 2026