The Lloyd Williamson Nurseries

Anti-Bullying Policy

2026-2027

Updated by Ramona Cristea
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Definition of Bullying

Bullying is a purposeful and repeated action conducted by an individual or group and directed against an individual who may or may not be able to defend themselves in the situation. This definition includes bullying in all its forms, whether racial, gendered, cultural, ageist or motivated by other prejudice.

Forms of Bullying

- Verbal: name-calling, use of threatening or provocative language, etc.
- Psychological: excluding an individual from group play, refusing to acknowledge an individual, etc.
- Physical: hitting, kicking, grabbing an individual; taking or hiding another's property, etc.
- Electronic: using online platforms to carry out the acts noted above, impersonating someone online to cause distress, sharing images online to embarrass someone.

Bullying in the Early Years Setting

Bullying is very rare in the nursery, as it involves repeated behaviours by a child intending physical or emotional harm. In their pre-school years, children learn how to behave appropriately in a larger social group and, while incidents such as hitting or pushing may occur, these are rarely intended to cause harm. Instead, such actions may reflect frustration or an inappropriate method of obtaining a toy or resource. As children learn to share, take turns and meet social expectations, and as they develop empathy and conflict-resolution skills, incidents of harmful behaviour should decrease.

Examples of Unacceptable Behaviours

The following non-exhaustive examples of targeted, repeated and intentionally hurtful behaviours may be considered bullying:

- Physical acts such as hitting, kicking or pushing; material harm such as taking or stealing money or possessions.
- Verbal acts such as saying hurtful things, making fun of others or name-calling.
- Omission: leaving someone out of a game or refusing to work with someone in a group.

- Electronic acts: using digital platforms to carry out any of the acts noted above.

Assessment Criteria for Bullying Incidents

When deciding whether to classify an incident as bullying, the nursery will consider:

- Severity and significance of the incident.
- Evidence of premeditation.
- Impact on the individual(s), both physical and emotional.
- Impact on the wider nursery community.
- Previous relationships between those involved.
- Any prior incidents involving the individuals.

We will always take into account a child's capacity to understand the impact of their behaviour, for example due to age, development, disability or delay.

Language for Discussing Bullying

When discussing incidents of bullying, staff and families should use supportive language:

- A child displaying bullying behaviour.
- A child experiencing bullying behaviour.

This approach emphasises the behaviour rather than labelling the child.

Preventative Measures

Lloyd Williamson Nurseries will endeavour to:

- Pre-empt the issue by discouraging bullying behaviours before they develop.
- Create an environment in which such behaviour and attitudes do not flourish.
- Monitor behaviour that could become bullying in nature.
- Actively and effectively intervene if bullying is identified.
- Deal with incidents in line with this anti-bullying policy.

Curricular and class-based strategies include:

- Praising co-operative work and non-aggressive behaviour.
- Encouraging empathy through role-play and conflict-resolution activities.
- Covering themes of feelings and respect in language and communication work.

- Using circle time to explore children's feelings and attitudes.
- Implementing simple class rules phrased positively (for example, "we keep our hands to ourselves").

Responsibilities

Everyone in the nursery community, including children, parents/carers and staff, must:

- Foster positive self-esteem.
- Behave towards others respectfully.
- Be alert to signs of distress and possible bullying behaviour.
- Inform the nursery of any concerns relating to bullying behaviour.
- Refrain from involvement in bullying behaviour, even if facing temporary unpopularity.
- Avoid retaliation to any form of bullying behaviour.
- Intervene to support someone being bullied unless it is unsafe to do so.
- Report any witnessed or suspected bullying to a member of staff.
- Encourage children to seek help from a trusted adult.
- Explain the implications of unchecked bullying behaviour.
- Listen sensitively to those who have experienced bullying, take concerns seriously and provide reassurance that action will be taken.
- Know how to seek support, internally and externally.
- Resolve difficulties using restorative approaches to prevent recurrence and meet the needs of all parties.

Reporting a Bullying Concern

Concerns or incidents of bullying should usually be addressed by the nursery teachers in the relevant room. Parents may speak to their child's teacher at drop-off or pick-up times, or contact the office.

If a parent, child or staff member needs to report a bullying concern specifically, they should contact the Nursery Manager by telephone, email or an arranged face-to-face meeting. All concerns will be taken seriously and recorded.

Recording Bullying Concerns

All details of suspected or confirmed bullying incidents involving a child registered at the nursery, whether occurring on site, on the way to/from nursery or under nursery supervision, must be recorded.

To protect confidentiality, only the Director and Nursery Manager will have access to these records.

Records will include:

- Motivation of the bullying (for example, appearance, race, religion, disability, gender identity).
- Method of bullying.
- Information about how the incident was addressed.
- Whether the incident was confirmed as bullying and addressed under this policy or managed under another policy.

Responding to Bullying Concerns

Should bullying behaviours occur, staff will:

- Address incidents quickly, thoroughly and sensitively.
- Intervene to stop the behaviour.
- Offer comfort and reassurance to the child experiencing bullying.
- Listen to and act upon the concerns of the child being bullied.
- Explain to the child displaying bullying behaviour why their actions are unacceptable.
- Help the child to recognise the impact of their actions.
- Support the child experiencing bullying behaviour, maintaining close supervision and regular welfare checks.
- Encourage the child displaying bullying behaviour to adopt more appropriate ways of interacting.
- Recognise that bullying behaviour may signal that the child is experiencing difficulties and respond accordingly.
- Support the child displaying bullying to develop empathy by reflecting on how others feel.
- Discuss the incident with the parents of the child displaying bullying behaviour and agree a plan to modify the child's behaviour.
- Share details of the incident and subsequent actions with the parents of the child experiencing bullying, explaining the support in place for their child.
- Implement more serious actions, such as an individual behaviour plan, if bullying persists.

Monitoring and Review

The Director and Nursery Manager will regularly review the nursery's anti-bullying procedures to ensure they remain relevant and effective.

Staff will receive annual training on this Anti-Bullying Policy alongside Safeguarding and Child Protection training.

Updated: October 2026

Next review: September 2027

Lucy Meyer - Director