



Crank Nursery, Crank Hill Crank, St Helens, WA11 7SD Tel: 01744 886166 Email: info@cranknursery.co.uk

Anti Bullying

Children need their own time and space. It is not always appropriate to expect a child to share and it is important to acknowledge children's feelings and to help them understand how others might be feeling.

Children must be encouraged to recognise that bullying, fighting hurting and discriminatory comments are not acceptable behaviour. We want children to recognise that certain actions are right and that others are wrong.

Harassment, Discrimination and Victimisation will not be tolerated within the nursery towards staff, children and parents/carers. Harassment defined as 'disadvantageous treatment or being less favourably treated than they would treat others', and victimisation defined as 'subjecting a person to detrimental treatment because they have made allegations or given evidence in the case of discrimination or harassment in the workplace.'

The Equality Act 2010 states that:

Victimisation is when a person (1) victimises another person (2) if, 1 subjects 2 to a detriment because 2 does a protected act, or 1 believes 2 has done, or may do a protected act.

Protected acts being:

Bringing proceedings under the Equality Act 2010

Giving evidence or information in connection with proceedings under the Equality Act 2010

Doing any other thing for the purpose of or in connection with the Equality Act 2010

Making an allegation (whether or not express) that 1 or another person has contravened the Equality Act 2010

Harassment is when a person (1) harasses another (2) if 1 engages in unwanted conduct related to a relevant protected characteristic and the conduct has the purpose or effect of:

Violating 2's dignity

Creating an intimidating, hostile, degrading, humiliating or offensive environment for 2.

Discrimination is when a person (1) discriminates against another (2) if, because of a protected characteristic, 1 treats 2 less favourably than 1 treats or would treat others.

The relevant protected characteristics are age, disability, gender reassignment, race, religion/belief, sex, sexual orientation.



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In the case of harassment, victimisation or discrimination towards staff, children and parents/carers, these steps should be followed:

Document all incidents that have occurred

Report to Manager/senior member of staff

Manager/senior member of staff to listen and write down everything you have said without adding own comments in (ask non-leading questions if necessary)

Deal with situation accordingly (verbal warning, written warning, suspension)

Reminder of policy relating to harassment, discrimination and victimisation

This policy was adopted on

Signed on behalf of the nursery

Date for review