

Manor Primary : Anti Bullying Policy



Written / Reviewed	November 2018
Approved by Governors	November 2018
Next Review Date	November 2020

'Our vision is to create a school community where children grow into happy, confident and responsible individuals, who work hard together to achieve their full potential.'

Rationale

Everyone at school has the right to feel welcome, secure and happy. The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises. A child friendly policy is clear.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Definition

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet ,such as email & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology , i.e. camera & video facilities

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. Pupils must be encouraged to report bullying in schools.

Statutory duty of schools

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

The following steps may be taken when dealing with incidents

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- Each pupil will be given the opportunity to talk following an accusation.
- The head teacher will interview all concerned and will record the incident.
- The adult will remain neutral during discussions.

- Discussions will focus on finding a solution to prevent the bullying from reoccurring.
- In cases of serious bullying, the incidents will be recorded by staff. Older pupils may be involved in the writing of reports in part also. These will be kept as part of the behaviour record.
- Racial and Homophobic Bullying will be recorded under 'racial incidents' will be recorded on CPOMS and may be shared with the LA.
- In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
- If necessary and appropriate, police will be consulted
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
- An attempt will be made to help the bully (bullies) change their behaviour
- Punitive measures will be used as appropriate.

Support

Pupils who have been bullied and who have been bullying will be supported by:

- offering an immediate opportunity to discuss the experience with their class teacher or member of staff of their choice
- offering a school which allows children to inform the staff and Head teacher of bullying anonymously or privately.
- reassuring the pupil and offering continuous support
- restoring self-esteem and confidence
- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the pupil

The following disciplinary steps can be taken:

- official warnings to cease offending
- If possible, the pupils will be reconciled
- internal timeout (e.g. lunchtimes)
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion

After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

We will use various methods for helping children to prevent bullying. As and when appropriate, these may include:

- writing a set of school rules
- The Pupil Parliament and mentors can be used as a vehicle for transferring concerns to adults.
- Quiet areas in the playgrounds.
- Younger children's play is supported by older playground "Friends"
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly

- making up role-plays
- having discussions about bullying and why it matters
- Each term, bullying will be a focus of school assemblies and Anti Bullying week will be acknowledged in an annual cycle

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, class time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour. This will include an annual focus on Anti bullying through delivery of the SEAL materials and CEOP. This gives the opportunity to review messages globally.

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. This policy and its impact are monitored in part through the annual parent questionnaire. The policy will be promoted and implemented throughout the school. In addition, the classroom behaviour policy is reviewed annually in September, to ensure all staff and pupils are aware of appropriate conduct.

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk
Intercom Trust	01392 201015
Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.	

Appendix

The following policy will be shared with the children and regularly referred to in class discussion

Manor Primary School

Anti- Bullying policy for pupils **STOP!**



What is Bullying?

A bully is someone who hurts someone else by using behaviour which is meant to hurt, frighten or upset another person. This behaviour is repeated frequently. Remember-Several Times On Purpose **STOP**

Bullying can be.....

Emotional: Hurting people's feelings, leaving you out.

Physical: Punching, kicking, spitting, hitting, pushing.

Verbal: Being teased, name calling.

Cyber: saying unkind things by text, email and online.

Racist: calling you names because of the colour of your skin.

If you are bullied:-

DO:-

- Ask them to **STOP** if you can.
- Use eye contact and tell them to go away.
- Ignore them and walk away.
- Talk to a friend.
- TELL SOMEONE.

DON'T:-

- Do what they say.
- Get angry or look upset.
- Hit them.
- Think it's your fault.
- Hide it.



Who can I tell?

- A friend
- Parents/Carers
- Teachers and teaching assistants
- School Playground Friends
- Lunch time Staff
- MOST IMPORTANTLY:-If you are being bullied: Start Telling Other People!

What should I do if I see someone else is being bullied?

- Tell an adult straight away.
- Don't try and get involved –you might end up getting hurt or you could end up in trouble yourself.
- Don't stay silent or the bullying will keep happening

The Headteacher, the Governors and the staff will work together to:-

- Make our school a place where everyone can feel safe and happy.
- Help everyone to get on with each other and we believe that everyone has the right to be who they are.

What will happen to a bully?

Teachers will get involved and help you solve problems. They will make sure the bullying stops and involve your families. Sometimes bullies need some help to stop.