



# Anti-Bullying Policy

Manor Primary School

Written	February 2024
Review Date	February 2025

*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.'*

## **1. Definition of Bullying**

Bullying is any persistent action which has the intention of hurting another person either physically or mentally. We define bullying as STOP – Several Times on Purpose. Bullying is considered as a safeguarding concern; it is wrong and unacceptable and is not tolerated under any circumstances.

The Anti-Bullying Alliance defines bullying as: “the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online”

Bullying can include the following:

- Emotional: e.g. being unfriendly or unkind, name calling, teasing.
- Social: e.g. excluding, ignoring etc.
- Physical: e.g. pushing, kicking, hitting, punching or any use of violence.
- Racist: e.g. inappropriate language and offensive comments, taunts, gestures.
- Sexual: e.g. unwanted physical contact or sexually abusive comments
- Homophobic: because of, or focusing on the issue of, sexuality
- Cyber: including all areas of the internet, such as email and internet chat room misuse, mobile threats by text messaging and calls, misuse of associated technology
- Peer on peer abuse.

## **2. Bullying Prevention**

- All children are taught the meaning of the term ‘bullying’ and understand the difference between this and the day to day ups and downs of childhood relationships. This is covered through their PSHE curriculum, class circle times, and through regular discussions in whole-school assemblies in line with our planned themes.
- Anti-Bullying Week provides a specific opportunity for us to focus on the definition and impact of bullying and the importance of safe, respectful relationships.
- Children are taught that they should report bullying promptly, and know that we will respond sensitively, quickly and effectively. This includes children who feel they are being bullied themselves and those who are aware of other children being bullied. They are assured that they will be taken seriously.
- We regularly talk to children about ‘trusted adults’ and encourage them to know who they would go to in the event of needing an adult’s help.
- All allegations of bullying are fully investigated by a member of the Senior Leadership Team. If we establish that bullying has taken place, we involve parents (on both sides) and work closely with them to ensure that the problem is quickly resolved (see next section)

### **3. Actions and Processes**

- The member of staff to whom the allegation has been made will discuss the matter with the child's Class Teacher. The teacher will have a low-level discussion with the children concerned to establish the seriousness of the situation, and aim to repair the situation quickly. This will include both the child(ren) affected and the child(ren) accused of bullying.
  - The teacher will discuss the outcome with the Headteacher and together a professional judgement will be made to determine whether reported incidents constitute 'bullying'. If it is concluded that incidents are a 'one-off' or 'friendship breakdown', they will not move onto the next step and the behaviour will be supported through the Behaviour Policy.
  - If the pattern of behaviour is considered to be bullying, the following will take place:
    - ✚ The incident will be recorded on CPOMS under the category of 'Bullying'; this record will continue to be updated throughout the process.
    - ✚ A decision will be made regarding the member of staff responsible for next steps, depending on the seriousness of the situation (i.e. the teacher, Assistant Headteacher or Headteacher).
    - ✚ All individuals involved will be interviewed separately by the adult leading the case, and a record of the interview will be added to CPOMS.
    - ✚ Behaviour will be discussed with the parents on both sides of the bullying incident.
    - ✚ A programme of support for all the children concerned will be put in place and management strategies and targets will be agreed and review dates set.
    - ✚ Where appropriate, school will seek support from appropriate outside agencies if targets are not being met to eliminate the bullying behaviour.
    - ✚ Where appropriate, school will consider the use of a suspension in line with the Behaviour Policy, if bullying incidents persist.
-