**MANOR PARK SCHOOL AND NURSERY**

**ANTI - BULLYING POLICY**



The Anti - Bullying Policy in respect of Manor Park Primary School has been discussed and adopted by the Governing Body

Last updated: September 2022

To be reviewed: September 2025

Anti-Bullying Policy

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| **PERSON RESPONSIBLE FOR POLICY:** | Simon Cotterill |
| **APPROVED:** |  |
| **signed:**  |  |
| **to be reviewed:** | September 2025 |

**Introduction**

All schools have a duty of care for pupils and staff alike and, to this end, Manor Park Primary School strives to create a safe and happy environment, believing that all bullying is unacceptable, whether at home, at school, at work, in the local community or when social networking. We feel that school should provide a safe, caring and happy place for children to learn and for adults to work. No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving. At Manor Park Primary School, we acknowledge that bullying does happen from time to time – indeed, it would unrealistic to claim that it does not. When bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.

 **Aims and Objectives of this Policy**

The aim of this policy is to try and prevent and deal with any behaviour deemed as bullying. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in. All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy. As a school we will:

* meet the legal requirement for all schools to have an anti-bullying policy in place.
* produce a safe and secure environment where all can learn without anxiety
* produce a consistent school response to any bullying incidents that may occur
* make all those connected with the school aware of school opposition to bullying
* make clear each person’s responsibilities with regard to the school’s position towards bullying
* make sure that bullies know how to stop bullying

**Definitions of Bullying**

There are many definitions of bullying, but the Anti-Bullying Alliance bases its definition on the accounts of the victims of bullying. They consider it to be:

* deliberately hurtful (including aggression)
* repetitive or persistent
* based on an imbalance of power, leaving the victim feeling defenceless

Bullying can take many forms, but the main types are:

* **Physical:** pushing, hitting, kicking, pinching, threats, stealing
* **Verbal:** name calling, insulting, sarcasm, persistent teasing, offensive remarks, spreading rumours
* **Emotional:** tormenting, ridicule, humiliation, exclusion from social groups,
* **Racist:** racial taunts, jokes, offensive mimicry, graffiti, gestures
* **Sexual:** inappropriate and uninvited touching, abusive comments, innuendoes
* **Cyber** – harassment, alarm, distress or humiliation that uses internet – related and telephone technology

**Who is involved in bullying - and where**

Bullying can be widespread and can occur in all schools. Bullies may be either sex and any age.

Name-calling is the most common direct form. This may be because of individual characteristics, but pupils can be called nasty names because of their ethnic origin, nationality or colour; sexual orientation; or some form of disability.

Verbal bullying is common amongst boys and girls. Boys experience more physical violence and threats than girls, although physical attacks on girls by other girls are becoming more frequent. Girls tend to use indirect methods that can be more difficult to detect.

**Bullying is not:**

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose (STOP). Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children’s development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

**Where does bullying happen?**

**In schools it is more likely to occur where adult supervision is intermittent. In primary schools, up to three-quarters of bullying takes place in the playground.**

Schools are not directly responsible for bullying off their premises. **The head's duty of care to prevent bullying only applies within the precincts of the school.** However, we are concerned with our children’s conduct and welfare outside as well as inside school and we will do what we can to address any bullying issues that occur off the school premises. The following steps may be taken:

However bullying can take place on journeys to and from school. The bullying may be by pupils of the school or pupils of other schools.

* inform the head of the school whose pupils are bullying off the premises;
* talk to pupils about how to avoid or handle bullying outside the school premises.
* inform the parents of the victims and arrange for them to be collected.
* inform the local police about the problem (if necessary seek a police presence at trouble spots)

**Symptoms of Bullying**

A child may indicate, by different signs or behaviour, that he or she is being bullied. Teachers can play a crucial role in identifying when bullying occurs and need to be aware of the symptoms of bullying. Victims may:

* be reluctant to attend school and are often absent
* be frightened to walk to and from school
* be more anxious and insecure than others, become withdrawn and lack confidence
* have fewer friends or withdraw from friendships and often feel unhappy and lonely
* suffer a drop in standards of school work
* suffer from low self-esteem and negative self-image, looking upon themselves as failures - feeling stupid, ashamed and unattractive
* stop eating, have nightmares
* have unexplained bruises, scratches, cuts
* start stealing or “losing” money and possessions
* show reluctance to go out at playtimes, asking for jobs or feigning illness
* ask to be sent home early or hang around school in order to leave late
* become aggressive, disruptive or unreasonable
* start swearing or using aggressive language for no apparent reason

Alongside this, victims may present a variety of symptoms to health professionals, including fits, faints, vomiting, limb pains, headaches, stomach aches, bed wetting, sleeping difficulties and sadness. Being bullied may lead to depression or, in the most serious cases, attempted suicide.

**What can you do if you are being bullied?**

Wherever you are in school, you have the right to feel safe. Nobody has the right to make you feel unhappy. If someone is bullying you, it is important to remember that it is not your fault and there are people who can help you. If you feel you are being bullied:

* Try not to let the bully know that he/she is making you feel upset
* Try to ignore them.
* Be assertive – stand up to them, look at them directly in the eye, tell them to stop and mean it.
* Stay in a group, bullies usually pick on individuals.
* Get away as quickly as you can.
* Tell someone you can trust – it can be a teacher, a teaching assistant, a midday supervisor, a parent, a friend, a brother, a sister or a relative.
* If you are scared, ask a friend to go with you when you tell someone.
* When you tell an adult about the bullying give them as many facts as you can (What? Who? Where? When? Why? How?).
* Keep on speaking out until someone listens and helps you.
* Don’t blame yourself for what is happening.
* Call a helpline.

**What can you do if you see someone else being bullied? (The role of the bystander)**

Ignoring bullying is cowardly and unfair to the victim. Staying silent means the bully has won and gives them more power. There are ways you can help without putting yourself in danger. Some of the strategies are listed below:

* Don’t smile or laugh at the situation.
* Don’t rush over and take the bully on yourself.
* If safe to do so, encourage the bully to stop bullying.
* If you can, let the bully know you do not like his or her behaviour.
* Shout for help.
* Let the victim(s) know that you are going to get help.
* Tell a member of staff as soon as you can.
* Encourage the person to talk to someone and get help.
* Ask someone you trust about what to do.

**Bullying of children with Special Educational Needs**

Manor Park Primary School is an inclusive school. We provide a secure, accepting, safe and stimulating environment where everyone is valued for who they are. We have some children who have learning disabilities and/or communication difficulties. Everyone involved in the school is very aware that these children can be especially vulnerable to bullying and we are therefore particularly vigilant at all times. High attainers, gifted or talented pupils can also be affected by bullying. Staff will treat this type of bullying as seriously and in the same way as any other type of bullying.

**Procedures for reporting and responding to bullying incidents**

All staff will respond calmly and consistently to all allegations and incidents of bullying at Manor Park Primary School. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved.

The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

1. Report all bullying allegations and incidents to staff.
2. Staff will make sure the victim(s) is and feels safe.
3. Appropriate advice will be given to help the victim(s).
4. Staff will listen and speak to all children involved about the incident separately.
5. All accounts need to be listened to - several pupils saying the same thing does not necessarily mean they are telling the truth.
6. Staff will not make premature assumptions
7. The problem will be identified and possible solutions suggested.
8. Staff will attempt to adopt a problem solving approach which will move children on from them having to justify their behaviour.
9. Staff will reinforce to the bully that their behaviour is unacceptable.
10. If possible, the pupils will be reconciled.
11. An attempt will be made, and support given, to help the bully (bullies) understand and change his/her/their behaviour.
12. In serious cases parents will be informed and will be invited to come into school for a meeting to discuss the problem.
13. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
14. If necessary and appropriate, the Designated Safeguarding Lead in school, Social Services or police will be consulted. Never ignore suspected bullying.

**Sanctions**

Bullying is subject to school sanction just as any undesirable behaviour. The severity and frequency should be reflected in the level of sanction imposed.

**Where other strategies do not resolve the problem, permanent exclusion may be justified in the most serious and persistent cases, particularly where violence is involved.** The DfE’s guidance for local authority exclusion appeal panels makes clear that pupils responsible for violence or threatened violence should not normally be re-instated.

**Strategies for the prevention and reduction of bullying**

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur.

These can include:

* Promotion of the school values
* Making national anti-bullying week a high profile event each year
* Awareness raising through regular anti-bullying assemblies
* PHSE (Personal, Health & Social Education) scheme of work from Reception to Year 6 used to support this policy
* Circle time on bullying issues
* Setting up of a circle of friends support network where a small group of children volunteer to help and support an individual experiencing difficulties
* Prominently displaying anti-bullying posters produced by the children around the school
* Use of Learning Mentor to help develop appropriate strategies with children who require it.
* Introducing playground improvements and initiatives
* Using praise and rewards to reinforce good behaviour
* Encouraging the whole school community to model appropriate behaviour towards one another
* Organising regular anti-bullying training for all staff

**Promoting the Policy**

There are many opportunities to promote the policy:

1. during assemblies and collective worship
2. during normal curriculum coverage
3. circle time activities
4. School-wide Anti bullying posters
5. School-wide promotion of our values
6. School’s Council meetings
7. Role-play or stories
8. Participation in ‘Anti-Bullying Week’
9. Anti-bullying PSCHE unit promoted each year

**Handling the Media**

The media has turned bullying into an ‘issue’ which encourages parents and children to call often one-off incidents bullying, rather than a disagreement or fall-out. If approached by the media about an incident the following procedure should be followed to minimize sensationalism:

* Do not respond straight away. Tell them you will get back to them.
* Inform the Headteacher.
* Principal informs the Governors and Cheshire East and seeks advice and support.
* Check the facts and discuss with colleagues as necessary.
* Either the Headteacher or Chair of Governors prepare a brief statement about the situation, putting the matter in context and emphasizing the positive steps that the school are taking.

**Acknowledgements**

The following documents were used in devising this policy:

* Bullying (Don’t Suffer in Silence) DFE
* Preventing Bullying Kidscape
* Stop Bullying Kidscape
* You Can Beat Bullying Kidscape