

Manor Park

Primary School



Anti-Bullying Policy

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Underlying Principles of this policy

Bullying, when it occurs, affects all members of the school community: teachers, Senior Leadership, children and parents. It is crucial, therefore, that all members of the school community stand in agreement that Manor Park is an anti-bullying school. We will not accept bullying behaviour and we will work together proactively to ensure that it does not happen and if it does, all members of the community are equipped to deal with it in full cooperation with one another. No one deserves to be a victim of bullying and everyone has the right to be treated with respect.

We have a responsibility to respond promptly and effectively to issues of bullying, to be seen to act is as important as taking action. Our pupils need to feel secure in the knowledge that their wellbeing is of paramount importance to us.

The content of this policy refers to a number of other school policies including: Behaviour, Child Protection, Safeguarding, SEND, Equality, e-safety and Acceptable Use.

Through this policy it is our aim that:

- All governors, teaching and support staff, pupils and parents should have an understanding of what bullying is.
- All governors, teaching and support staff should know what the school policy is on bullying and follow it when bullying is reported.

What Is Bullying?

Our child friendly definition of bullying is STOP – it happens **Several Times On Purpose**.

Bullying can be:

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| • Emotional | being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures) |
| • Indirect | gossiping and spreading rumours, ignoring someone |
| • Physical | pushing, kicking, hitting, punching or any use of violence |
| • Racist | racial taunts, graffiti, gestures, including intolerance of religion/ culture |
| • Sexual | unwanted physical contact or sexually abusive comments |
| • Homophobic | because of, or focusing on the issue of sexuality |
| • Verbal | name-calling, sarcasm, 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 |

What is it not?

Children to understand that bullying is not the same as falling out with friends, name calling, arguments, occasional jokes/ tricks and accidental physical contact, especially when a child is upset and therefore may not handle a situation correctly. This is when reference should be made to **STOP**. It is important to ensure that children are taught how to deal with these potential situations in a positive way. We aim to develop their social skills and enable children to repair and manage relationships as well as educate them about bullying, though the work we do in school:

- termly lessons
- assemblies
- anti-bullying week
- class council discussions
- through our school mottos

Signs and Symptoms

A child may indicate, by different signs or behaviour, that he or she is being bullied. Adults should be aware of these possible signs and investigate further if a child:

- is frightened of walking to or from school
- begs to be driven to school

- changes their usual routine/route to school
- begins truanting
- becomes withdrawn, anxious or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to under perform in school work
- comes home with clothes torn or books damaged
- has possessions go "missing"
- asks for money or starts stealing money (to pay the bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money/snack/sandwiches have been stolen)
- becomes aggressive, disruptive or unreasonable
- starts swearing or using aggressive language for no apparent reason
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible.

Procedures for reporting and responding to bullying incidents

Direct action against bullying should occur within a context that reminds all pupils that bullying behaviour is unacceptable to the school and will not be tolerated. All staff will respond promptly, calmly and consistently to all allegations and incidents of bullying at Manor Park Primary School, using **STOP**. 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. All possible efforts will be made to enable the bully (bullies) to change their behaviour.

In line with the School Behaviour Policy, the following procedures will be used for reporting and responding to bullying allegations or incidents:

1. Report all bullying allegations and incidents to the class teacher (whether this is a pupil, parent or other member of staff making the report)
2. The class teacher will make sure the victim(s) is and feels safe, giving them appropriate advice and acting with sensitivity (especially when dealing with issues regarding SEND and home circumstances, for example).
3. The class teacher will listen and speak to all children involved about the incident separately and use STOP to decide whether the incident is in fact bullying.
4. The class teacher will use STOP to explain to all pupils involved why the incident is/ is not bullying.
5. If an incident is not bullying but has caused significant upset to a child, the teacher will speak to parents directly, to inform them that their child was involved in an upsetting incident (which has been resolved).
6. In all cases of bullying (or consistently unacceptable behaviour) the class teacher will inform the Anti-Bullying Coordinator and learning mentor. The learning mentor will support the bullying child over time, in order to help them to improve their behaviour. The Anti-Bullying Coordinator will keep a record of all bullying incidents in the school file, which is kept in the Deputy Headteacher's office. This information will be used by the Anti-Bullying Coordinator to inform other necessary staff and parents about what has taken place and the next steps agreed by all parties.
7. The victim of bullying will be reassured by the class teacher and monitored to ensure that they feel safe.
8. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying and if possible, children will be reconciled.
9. The learning mentor will liaise with the class teacher and with parents to develop a behaviour plan. In cases of bullying, this will be overseen by the Anti-Bullying Coordinator.
10. The Anti-Bullying Coordinator and learning mentor will keep in touch with parents and may invite them to come into school to discuss progress.

11. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place. A follow up meeting with the pupils and Anti-Bullying Coordinator will take place in order to find out whether the situation has been resolved.

12. The parents of pupils who are identified as being victims of bullying will be kept informed (by the Anti-Bullying Coordinator) of actions taken to address the incident.

13. The Anti-Bullying Coordinator will use the information recorded to monitor over time the nature of bullying incidents occurring. In consultation with the Anti-Bullying team, this will be used to inform whole-school Anti-Bullying initiatives and curriculum to ensure that as a school, we are having meaningful and relevant impact on the well-being of the school community.

Concerned Parents

If parents wish to raise a concern about their child being bullied, they will talk to their child's class teacher. The class teacher will reassure parents that they will monitor the situation within school and encourage parents to monitor the situation with their child at home, using STOP.

Sanctions

Sanctions for bullying will be at the discretion of the Anti-Bullying Coordinator and may include:

- Parents being informed and invited into school to discuss and resolve the bullying issue
- The bully (bullies) made to genuinely apologise to the victim(s) verbally or in writing
- Loss of privileges
- Loss of playtimes (stay with class teacher, write lines or do extra work)
- Stand outside the Headteacher's/ Deputy Headteacher's office.
- Spend playtimes and lunchtimes with an adult
- Go on a self-improvement report
- Being removed from class to work in isolation
- Being withdrawn from participation in school visits, clubs and events that are not essential to the curriculum.
- Fixed term exclusion
- Permanent exclusion
- If necessary and appropriate, police will be involved.

Sources of further information, support and help

There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available that teachers, parents and children may find useful.

Name of organisation	Telephone number	Website
Act Against Bullying	0845 230 2530	www.actagainstbullying.com
Advisory Centre for Education (ACE)	0207 704 3370	www.ace-ed.org.uk
Anti-bully	not available	www.antibully.org.uk
Anti-Bullying Alliance (ABA)	0207 843 1901	www.anti-bullyingalliance.org.uk
Anti-bullying Network	0131 651 6103	www.antibullying.net
Beatbullying	0845 338 5060	www.beatbullying.org.uk
Bully Free Zone	01204 454 958	www.bullyfreezone.co.uk
Bullying Online	020 7378 1446	www.bullying.co.uk

To be reviewed November 2020