

# Manor Park Primary School



## Anti-Bullying Policy

**DATE OF LAST REVIEW:**      **JULY 2020**

**SHARED WITH STAFF:**      **SEPTEMBER 2020**

**SHARED WITH GOVERNORS:**      **JULY 23020**

**FREQUENCY OF REVIEW:**      **3-YEARLY**

**DATE OF NEXT REVIEW:**      **JULY 2023**



## **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: Positive Behaviour, Child Protection, Safeguarding, SEND, Equality, online 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**.

## **Types of bullying:**

- Physical – pushing, kicking, hitting, punching or any use of violence or threatening behaviour
- Verbal – name calling, sarcasm, spreading rumours, persistent teasing, making offensive remarks
- Emotional or relational – being unfriendly, threatening, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation, exclusion from groups or activities, isolating and ostracising someone, 'gaslighting'
- Cyber – all areas of internet and wireless technology, such as email and internet chat room misuse, mobile threats by text messaging and calls, misuse of associated technology i.e., camera and video facilities

## **The reasons for these types of bullying may be related to the following:**

- Racist – racial taunts, graffiti, gestures related to race, religion or culture
- Homophobic or bi-phobic – offensive remarks or behaviour because of, or focussing on the issue of sexual orientation
- Sexual – unwanted physical contact or sexually abusive comments
- Sexist – sexist remarks, offensive stereotyping or belittling of a person's sex
- Transphobic – making someone unhappy based on their gender 'variance' or because they may not be perceived as conforming of typical gender norms/dominant gender roles
- Prejudicial – physical verbal or emotional abuse of a person based on prejudices directed towards specific characteristics e.g., SEND or mental health issues
- Religious – offensive remarks made about an individual's faith or religion
- Bullying related to appearance or health conditions
- Bullying behaviour related to home circumstances

### **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:

- anti-bullying week
- assemblies
- JLT (Junior Leadership Team) discussions
- termly lessons
- 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:

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- becomes withdrawn, anxious or lacking in confidence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

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) 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 Inclusion Team. The Inclusion Team will support the bullying child over time, in order to help them to improve their behaviour. This information will be used by the Inclusion Team to inform other necessary staff and parents about what has taken place and the next steps agreed by all parties. All staff will keep a record of bullying incidents on CPOM's.
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 Inclusion Team will liaise with the class teacher and with parents to develop a behaviour plan. In cases of bullying, this will be overseen by the Inclusion Team.
10. The Inclusion Team 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 Inclusion Team 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 Inclusion Team) of actions taken to address the incident.
13. The Inclusion Team will use the information recorded to monitor over time the nature of bullying incidents occurring. This information will be used to develop 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 Inclusion Team and may include:

- 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
- If necessary and appropriate, police will be involved.
- Loss of privileges
- Loss of playtimes (stay with class teacher, write lines or do extra work)
- Parents being informed and invited into school to discuss and resolve the bullying issue
- Permanent exclusion
- Spend playtimes and lunchtimes with an adult
- The bully (bullies) made to genuinely apologise to the victim(s) verbally or in writing

**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.

<b>Name of organisation</b>	<b>Telephone number</b>	<b>Website</b>
Kidscape	07496 682785	<a href="https://www.kidscape.org.uk">https://www.kidscape.org.uk</a>
Advisory Centre for Education (ACE)	0300 0115 142	<a href="http://www.ace-ed.org.uk">www.ace-ed.org.uk</a>
Anti-bullying Alliance	07721 097033	<a href="http://www.anti-bullyingalliance.org.uk">www.anti-bullyingalliance.org.uk</a>
NSPCC	0808 800 50100	<a href="http://www.nspcc.org.uk">www.nspcc.org.uk</a>
National Bullying Helpline	0300 3230169	<a href="http://www.nationalbullyinghelpline.co.uk">www.nationalbullyinghelpline.co.uk</a>
Bullying Online	0808 800 2222	<a href="http://www.bullying.co.uk">www.bullying.co.uk</a>
Kids	0845 2255 787	<a href="http://www.kids.org.uk">www.kids.org.uk</a>



Manor Park is an Anti-Bullying school.  
We will work together to keep it that way!

## What is bullying?

# STOP

Several Times On Purpose

## What you should do if you or your child is concerned...

1. Using STOP, talk through what has happened. Is it bullying?
2. Monitor the situation over time. Are you still concerned?
3. Talk to your child's class teacher, who will do their best to help everyone involved.
4. All cases of bullying will be reported to the Anti-Bullying co-ordinator.
5. The Anti-Bullying co-ordinator will monitor the situation over time, work closely with everyone involved and keep you informed.