Manor Park Primary School

Anti-Bullying Policy

DATE OF LAST REVIEW:	**MARCH 2024**
SHARED WITH STAFF:	**MARCH 2024**
SHARED WITH GOVERNORS:	**MARCH 2024**
FREQUENCY OF REVIEW:	**3-YEARLY**
DATE OF NEXT REVIEW:	**MARCH 2027**

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: Relationships and Behaviour, Child Protection and 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 **S**everal **T**imes **O**n **P**urpose.

Types of bullying

- Bullying can happen to anyone. This policy covers all types and forms of bullying including but not limited to:
    - Bullying related to physical appearance
    - Bullying of young carers, children in care or otherwise related to home circumstances
    - Bullying related to physical/mental health conditions
    - Physical bullying
    - Emotional bullying
    - Sexualised bullying/harassment
    - Bullying via technology, known as online bullying or cyberbullying
    - Prejudiced-based and discriminatory bullying (against people/pupils with protected characteristics) which may include:
        - Bullying related to race, religion, faith and belief and for those without faith
        - Bullying related to ethnicity, nationality or culture
        - Bullying related to Special Educational Needs or Disability (SEND)
        - Bullying related to sexual orientation (homophobic/biphobic bullying)
        - Gender based bullying, including transphobic bullying

What is it not?

Children should be helped 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.

The following steps will be taken when dealing with any incidents of bullying reported to the school:

• If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
• The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.
• The DSL will be informed of all bullying concerns, especially where there may be safeguarding issues.
• The headteacher, Designated Safeguarding Lead (DSL) or another appropriate member of leadership staff will interview all parties involved.
• A clear and precise account of bullying incidents will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.
• The school will speak with and inform other staff members, where appropriate.
• The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentially policies.
• Appropriate sanctions and support, for example as identified within the school behaviour policy and child protection policy, will be implemented in consultation with all parties concerned.
• If necessary, other agencies may be consulted or involved, for example the police if a criminal offence has been committed, or children's services or Early Help if a child is felt to be at risk of significant harm.

Supporting Pupils

Pupils who have been bullied will be supported by:
• Reassuring the pupil and providing immediate pastoral support.
• Offering an immediate opportunity to discuss the experience with their teacher, the DSL, or a member of staff of their choice.
• Working towards restoring self-esteem and confidence.
• Providing ongoing support. This may include working and speaking with learning mentors, offering formal counselling, engaging with parents and carers.

Pupils who have perpetrated bullying will be helped by:
• Discussing what happened, establishing the concern and the need to change.
• Informing parents/carers to help change the attitude and behaviour of the child.
• Providing appropriate education and support regarding their behaviour or actions.
• If online, requesting that content be removed and reporting accounts/content to service provider.
• Sanctioning, in line with school positive behaviour policy.
• Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance.

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 SLT 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
- Suspension
- If necessary and appropriate, police will be involved
- Loss of privileges
- 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) 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.

Name of organisation	Telephone number	Website
Kidscape	07496 682785	https://www.kidscape.org.uk
Advisory Centre for Education (ACE)	0300 0115 142	www.ace-ed.org.uk
Anti-bullying Alliance	07721 097033	www.anti-bullyingalliance.org.uk
NSPCC	0808 800 50100	www.nspcc.org.uk
National Bullying Helpline	0300 3230169	www.nationalbullyinghelpline.co.uk

Bullying Online	0808 800 2222	www.bullying.co.uk
Kids	0845 2255 787	www.kids.org.uk

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

What is bullying?



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.