

**MANOR ROAD PRIMARY SCHOOL**



# **ANTI-BULLYING POLICY**

**January 2024**





**Manor Road Primary School  
Anti-bullying Policy**

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## **Manor Road Primary School Anti-bullying Policy**

### **Rationale**

The aim of our anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. The school operates a zero tolerance approach to bullying – bullying must be challenged immediately, dealt with sensitively and in a sustained manner.

### **Definition**

Bullying falls into two categories:

- i) emotionally harmful behaviour, such as taunting, spreading hurtful rumours and excluding people from groups, or cyberbullying and
- ii) physically harmful behaviour, such as kicking, hitting, pushing or other forms of physically abusive behaviour.

Behaviour constitutes bullying if:

- i) it is repetitive, wilful or persistent
- ii) it is intentionally harmful, carried out by an individual or group
- iii) there is an imbalance of power leaving the person who is bullied feeling defenceless

Bullying is anti-social behaviour and affects everyone. It can occur anywhere and everywhere; in schools, within the home and the community. It is unacceptable and will not be tolerated.

The four main types of bullying are:

- Physical (hitting, kicking, damaging belongings)
- Verbal (name calling, racist remarks)
- Indirect (spreading rumours, excluding someone from social groups)
- Cyber (sending nasty texts, e-mails, phone calls)

Pupils must be encouraged to report bullying in school. This policy is designed to ensure that as a school we are alert to signs of bullying and act promptly and firmly against it.

### **Manor Road Primary School's Approach to Dealing with Bullying**

We believe that there are two components to effective anti-bullying practice: preventing bullying incidents and responding to them.

We positively encourage all pupils to take responsibility for their behaviour and its consequences. They are encouraged to make a commitment to take action to end the bullying and support is provided for the bullied pupil.

We stress the role of the bystander – the person who can intervene and help the situation by showing disapproval. Research shows that bullying will stop in less than 10 seconds nearly 60% of the time when peers intervene. (Pepler)

We encourage all children to report incidents or support someone getting bullied.

Our whole school approach has been developed by pupils, staff and parents and includes a range of strategies adapted to suit particular incidents, including:

- Ensuring that the whole school understands what bullying means, including what a bully is, what a victim is and what a bystander is
- Making clear that a zero tolerance approach to bullying is in place in school
- Encouraging children to report incidents without feeling they are telling tales
- Incidents are taken seriously, investigated and if necessary, acted upon, with clearly defined procedures.

We use the following strategies to ensure a positive ethos in which children feel secure to report incidents of bullying immediately:

- A behaviour policy for pupils and staff setting out clear guidelines for managing pupil behaviour both in the playground and in the classroom
- Whole school assemblies – to raise awareness of bullying issues and providing a whole school focus for anti-bullying activities
- Activities within the PSHE programme specifically aimed at developing children's own strategies to deal with bullying type behaviour
- Providing a variety of activities/equipment for pupils to play with during school breaks
- In discussions and through PSHE sessions our pupils suggested the following sanctions they felt should be used for anyone who has bullied another pupil:

apologising to victim  
restorative conversations  
teacher led conversations  
consequences linked to Relationship & Behaviour Policy

Behaviour Plan if needed  
parents invited into school  
follow-up meeting to check behaviour

- The school provides many opportunities for pupils to indicate and discuss worries and concerns with staff. Staff are always available at breaktimes and lunchtimes.

### **Procedures for Staff**

All staff in school should be familiar with Safeguarding Policies and Procedures and their own roles and responsibilities in respect of them. Wherever an investigation into what appears to be a bullying behaviour matter reveals there to be possible safeguarding concerns, immediate advice must be sought from the DSP or DDSP.

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the member of staff that has been approached will deal with the incident immediately.
- Staff will make sure the victim(s) is reassured and feels safe
- Staff will listen and speak to all children involved about the incident separately
- The problem will be identified and possible solutions suggested
- Staff will encourage a problem solving approach which will move children on from having to justify their behaviour – this may take the form of a group meeting to reconcile pupils
- Staff will reinforce the message that bullying behaviour is not tolerated at Manor Road Primary School
- Appropriate action will be taken quickly to end the behaviour
- Sanctions deemed appropriate will be applied
- If possible, the pupils will be reconciled
- If necessary, support will be given to the bully (bullies) to help them understand and change his/her behaviour
- A member of the Senior Management Team will be informed of the incident and the action taken.
- In a case of bullying, the incident will be recorded using CPOMS.
- In serious cases, parents will be informed and will be invited to come in and discuss the problem.
- After the incident has been investigated and dealt with, each case will be monitored to

ensure a successful outcome

- The Headteacher will be informed of all incidents, if not already involved.

### **Child Friendly Anti-Bullying Policy**

The Rights Respecting Council devised a 'child friendly' version of the policy. This can be found on the school website.

This policy will be reviewed annually to assess its effectiveness – the policy will be promoted and implemented throughout the school community.

<b>POLICY REVIEW DETAILS</b>		
Policy written by	Kellie Fuolds	
Policy reviewed	January 2024	Amendments in line with new Relationship & Behaviour Policy.
Review schedule	Annually	