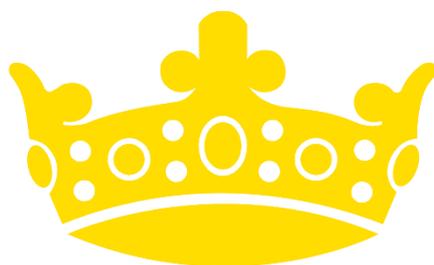


Manorcroft Primary School



Anti-Bullying Policy



Anti-Bullying Policy

Aim:

The aim of the Anti-Bullying policy is to ensure that all children at Manorcroft Primary School thrive in a supportive, caring and safe environment without fear of being bullied. Bullying is an anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

What is Bullying?

Bullying is defined as the repetitive, intentional harming of one person, or group, by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

Bullying can include:

Type of Bullying	Definition
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Racial	Racial taunts, graffiti, gestures
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

At Manorcroft, we investigate all allegations of bullying. We teach the children about what bullying is to help them identify the behaviour, so that it can be reported to a member of staff. We also encourage parents to discuss any bullying concerns with us so that they can be addressed as soon as possible.

How can we help to prevent bullying at Manorcroft?

Our school values underpin our approach to dealing with bullying:

- Educate all members of our school so that they are able to recognise bullying
- Give children strategies for dealing with bullying
- Give opportunities for children to talk about bullying including the use of drama, PSHE lessons and assemblies
- Allow opportunities for the School Council to discuss the issues surrounding bullying and to put ideas forward for ways to reduce it
- Supporting Anti-Bullying week and associated activities
- Use the mechanism of 'restorative justice' to allow children to express their emotions safely and to allow for reconciliation

**How bullying will be dealt with:**

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded on CPOMs and shared with a member of the Leadership Team
- All involved will be interviewed
- All reports of bullying will be reviewed regularly to identify whether a pattern of behaviour is emerging
- Parents will be kept informed of the outcomes of investigations to allow both the victim and the perpetrator to be supported at home and in school
- Persistent bullying may necessitate the matter being brought to the attention of the Governing Body
- Appropriate disciplinary measures will be taken in accordance with the school's Behaviour Policy
- Children who have been bullied will be supported and monitored as appropriate by their class teacher, the HSLW and the Leadership Team

Policy Agreed: January 2021
Review Date: Spring Term 2023

We have carefully considered and analysed the impact of this policy on equality and the possible implications for pupils with protected characteristics, as part of our commitment to meet the Public Sector Equality Duty (PSED) requirement to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations.