

Anti-Bullying Policy	
Responsible Post	Headteacher
Responsible Committee	C&S
Review Schedule	3 Years
Review Date	November 2024
Next Review Due	November 2027
Changed	No



All partners in Hampshire agree with the government definition of ‘Bullying’ which is ‘Behaviour by an individual or group, usually repeated over time that intentionally hurts another individual or group either physically or emotionally’. It includes an imbalance of power.

This policy includes all types and forms of bullying including homophobic, racial, gender, SEN / disability, looked after children, young carers and their families, cyber bullying.

This policy was drawn up using a range of national documents.

Staff were consulted and the policy is reviewed by staff and governors every three years. The policy applies to all staff, children and young people, parents/carers, governors and partner agencies working within Manor Church of England Infant School.

Manor Church of England Infant School provides education for children between the ages of four and seven years.

The semi urban community is predominantly white British, with very few families from ethnic / different cultural backgrounds. The area has been identified by the local authority as one with large pockets of social deprivation. Up to date figures of children with identified special educational needs is available from the SENCo. An above average percentage of our young pupils have been identified with speech, communication and language difficulties, especially on entry into school.

Our whole school ethos is set within high expectations of the individual in terms of their behaviour in all situations and we seek at all times for children and adults alike to show respect for themselves and others. We know that bullying is a form of behaviour that impacts on the emotional health and well-being of all involved and therefore prompt intervention is essential.

Aims .

We aim for all children to:

- be healthy,
- stay safe,
- enjoy and achieve their full potential,
- be interested and fully involved in the community they live in,
- achieve economic independence.

At Manor Church of England Infant School we:

- seek to create a safe and happy environment where everyone feels confident to talk about their worries, knowing that they will be listened to, supported and help will be provided.
- believe that tackling bullying is an important issue for us as a school because:
 - a) we want everyone to feel valued and a valuable part of the learning environment;

- b) we do not want to give the impression that it is acceptable to bully.
- believe that bullying issues should be tackled promptly and fairly.
- ensure that everyone understands that bullying in any form will not be tolerated, and we will make clear each person's responsibilities to eradicate bullying within our school.
- seek to work in close partnership with parents and other agencies to overcome bullying problems.
- follow an agreed whole school approach to deal with bullying.

Resources

Issues surrounding bullying will be addressed specifically through the school's PSHE programme HeartSmart.

Practice

The school has a comprehensive PSHE programme which uses a variety of materials / guidance, a range of resources recommended by the PSHE Team, Diocese and Circle time sessions planned from Jenny Moseley – e.g. Helping Children Deal With Bullying.

The trained ELSA within the school also supports children with a range of difficulties, including those with friendship issues which are often perceived as 'bullying'.

All children are encouraged to take part in drama / role play to practise handling bullying as part of our PSHE programme.

All children are encouraged and are regularly given opportunities to talk about issues of acceptable and unacceptable behaviour. Their views and experiences are discussed sensitively and feedback is noted and actions are taken where necessary.

All children are actively involved in reviewing the school rules and formulating their class rules at the beginning of each academic year.

All children are encouraged to discuss issues surrounding bullying and explore possible solutions to resolve unacceptable behaviour.

All children are assured that their concerns are taken seriously and they are given clear guidance of what constitutes the act of bullying.

Children are taught self-assertiveness e.g. tell the bully to leave them alone, move away from the situation and always tell an adult about their concerns.

*Saying it once is RUDE
Saying it twice is MEAN
Saying it more is BULLYING*

Children who bully are taught how to modify their behaviour and look for reasons for their actions.

Initial incidents of bullying will be dealt with using the sanctions within the school's behaviour policy.

Any further incidents will be recorded, stating clearly the nature of the incident, date, names of all parties involved and the action taken.

An action plan (Individual Behaviour Plan) to modify unacceptable behaviour will be drawn up to support the development of self-management strategies to resolve unacceptable behaviour. The teacher, SENCo, child and parent will be involved in the formulation of this plan and may, at this point involve outside agency support e.g. Primary Behaviour Service or educational psychologist.

Guidance to investigations of bullying

- Remain calm and objective
- Listen to all parties involved in the incident and take accurate notes.
- Ensure that both the victim and the accused are listened to and if possible have the opportunity to speak to each other.
- Ensure that the accused understands why the victim feels aggrieved and what behaviour has caused this distress.
- Ensure that all parties understand that bullying is unacceptable behaviour and will not be tolerated.
- Ensure that those involved in the incident are involved in making suggestions and finding suitable solutions to resolve the problem.
- Agree that the parties meet at a later date (a few days time) to ensure that the problems are resolved.
- Agree a strategy to monitor the situation – timing will vary depending on the incident.

Sometimes bullying will be carried out in a very sophisticated and covert way, and this, will only be recognised when other symptoms manifest themselves. In such cases, the evidence will be collated through investigation and/or discussion with those involved and solutions sought which will clearly reflect and resolve the situation.

A variety of current pro-formas for recording incidents exists and may be used, including:

- Non accidental injury (Child Protection)
- Racial Incident Form
- Violent Incident Form
- Restraint Incident Report (physical restraint)
- Complaint form (by child or parent) to/against County Council employees.

At no time will any blame be assumed or apportioned until the whole situation has been fully investigated and all parties have related their version of events.

Staff Support and Training

As part of the induction process for all staff and governors this policy will be discussed in full to ensure that all new staff / governors understand its contents and the importance of following the correct procedures.

Training will be accessed through:

- Governor Services and HTLC courses,
- EPS Services
- School based activities - CPD
- ELSA supervision

Assessment, monitoring, evaluation and reviewing

Children will be included in this process as much as possible through:
School Council focussed discussion / feedback
PSHE assessment tasks
Questionnaires
Pupil Interviews
Policy review