

Anti-Bullying Policy

Manorfield Infant and Nursery school



Approved by: School Governing Board

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Next review due by: December 2026

Reviewed by: Headteacher

INTRODUCTION

Manorfield Infant and Nursery School is committed to providing a caring, friendly and safe environment by respecting all learners; celebrating cultural, religious, academic diversity. In this way we provide a setting in which all learners can achieve in a happy, safe and secure atmosphere. Bullying is always unacceptable and will not be tolerated in our school. At Manorfield Infant and Nursery School we will always take appropriate measures to respond to those who are bullied, as well as those who bully.

We recognise the negative impact that bullying can have on the educational experience of those who fall victim. Therefore, we make every effort to provide a learning environment in which learners and adults can thrive. The prevention of bullying is a shared responsibility. All staff (including visitors) have a duty to report instances of bullying to the Headteacher or one of the Senior Leaders.

OBJECTIVES

- 1) To ensure that all feel safe and free from bullying and intimidation.
- 2) To build an ethos where learners feel safe, free from threat and intimidation.
- 3) To act promptly and effectively at the first sign of bullying.
- 4) To encourage learners and parents to report any suspected/attempted bullying.
- 5) To protect and reassure any victims of bullying.
- 6) To have effective sanctions to deter bullying and to have successful strategies to reform bullies.
- 7) To make this a happy school that is free from bullying.

What is Bullying?

Bullying can be physical, verbal or emotional by a single person or a gang. It is sustained rather than a single event. It is a wilful, conscious desire to hurt, threaten, frighten, upset and intimidate. It may also include cyber bullying in the form of malicious content of emails and text messaging. "The intentional hurting of one person by another, where the relationship involves an imbalance of power. It is usually repetitive or persistent, although some one-off attacks can have a continuing harmful effect on the victim." - Anti-bullying Alliance

Definition

Types of Bullying

Emotional

Being unfriendly, excluding, tormenting e.g. hiding books and threatening gestures, intimidation, deliberately excluding someone, direct or indirect verbal name-calling, sarcasm, spreading rumours, teasing, malicious gossip.

Physical

Pushing, kicking, biting, hitting, punching or any use of violence, damaging or stealing property and sexual or unwanted physical contact

Racial

Racial taunts, graffiti, gestures, or sexually abusive comments, homophobic. Because of, or focusing on the issue of sexuality.

Cyber bullying

All areas of the internet, such as email and internet chats, X (formerly Twitter), Facebook misuse, mobile threats by text messaging and phone calls, misuse of associated technology, i.e. camera and video facilities, iPad, games consoles etc.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a learner:

- Is frightened of walking to or from school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins to truant
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep or has nightmares
- Feels ill in the morning
- Begins to do poorly in school work
- Comes home with clothes torn or books damaged
- Has possessions which are damaged or "go missing"
- Asks for money or starts stealing money
- Has unexplained cuts or bruises
- Comes home starving (money/lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures

- 1) Learners and parents/carers should report bullying incidents to a teacher (under no circumstances should a parent/carer approach a child they suspect of bullying their child).
- 2) All bullying behaviour or threats of bullying will be investigated and followed up.
- 3) Allegations must be reported to the Headteacher or an Assistant Headteacher
- 4) In serious cases parents will be informed and will be asked to come into school for a meeting to discuss the problem.
- 5) Any victim of bullying will be supported immediately and in the future
- 6) Efforts will be made to help the bully (bullies) recognise and change their behaviour.
- 7) If necessary and appropriate, the police will be consulted.
- 8) All cases of bullying will be recorded on CPOMS (Child Protection Online and Monitoring System)

Strategies

We believe that everyone can play a role in preventing bullying. The following are some of our strategies:

- Whole school initiatives (staff training, assemblies etc.)
- Proactive teaching strategies in PHSE [Personal, Health & Social Education] lessons are used to increase awareness and strengthen self-esteem and self-confidence.

- Restorative practice is used to encourage empathy and recognise and change bullying behaviour. Restorative practice is a way of working with conflict that puts the focus on repairing the harm that has been done. It is an approach to conflict resolution that includes all of the parties involved.
- We use our relationships policy effectively to promote good behaviour.
- Open door policy to support 'telling'

The following sanctions/ actions may be taken:

- Apologise to the victim(s)
- Loss of privileges
- Timeout
- Parents invited in to school to discuss any issues
- Support sessions with mentor
- Attend restorative practice sessions
- Fixed term exclusion
- Permanent exclusion

Monitoring and evaluation of the policy

To ensure this policy is effective, it will be regularly monitored and evaluated. Questionnaires completed by the whole school community, together with surveys and records on CPOMS will be used to gauge the effectiveness of the policy. Following an annual review any amendments will be made to the policy and everyone informed. An annual report will then be issued to governors.