Salisbury Manor Primary School

Anti-Bullying Policy

This policy document contains:

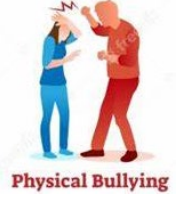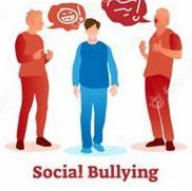| Date of last review	September 2022	Review period	2 years
Date of next review	September 2024	Author	Principal
Type of policy	Statutory	Approval	
SLT member in charge of Pastoral Care	TW/DB		

1. Introduction

1.1 At Salisbury Manor Primary School, we believe that every member of the school community should feel safe and respected. We believe that there should be no excuses or barriers to learning, and we recognise that pupils learn best in a safe, nurturing and caring environment.

1.2 This policy explains the ways in which we work together to ensure a consistent approach to tackling bullying behaviour and develop a school ethos in which bullying is regarded as anti-social behaviour and will not be tolerated.

1.3 Nothing is more important to us than all pupil's being happy, well-rounded learners. Our explicit teaching of behaviour for learning minimizes opportunities for children to be bullied or become bullies.

1.4 At Salisbury Manor, we take all claims of bullying extremely seriously and resolve individual issues promptly, fairly and with a view to teach positive behaviours for the future. We believe that only when all issues of bullying are addressed, will children be able to fully benefit from the opportunities available at schools.

2. What is bullying?

2.1 The Department of Education defines bullying as: "Behaviour by an individual or group usually **repeated over time**, that **intentionally** hurts another individual or group either **physically** or **emotionally**". (DfE "Preventing and Tackling Bullying" 2017).

2.2 Bullying can take many forms, including:
- cyber-bullying via text messages or the internet
- prejudice-based bullying against particular groups. (For example, on grounds of special educational need, race, gender, religion and belief, sexual orientation, disability.)

2.3 It might be motivated by actual differences between children, or perceived differences.

3. Forms of Bullying

Physical Bullying	Verbal Bullying
- Hitting - Pushing - Kicking - Tripping - Spitting - Hair pulling - Throwing things intentionally at others - Interfering with another's property by stealing / hiding / damaging / intruding upon it - Extortion / threatening demands for money or other items – - Writing or drawing offensive notes / graffiti about another person	- Name calling - Insulting or offensive remarks - Accusing - Taunting - Put downs: ridiculing another's appearance/way of speaking/disability/personal mannerisms/race/colour/religion - Humiliating another publicly: spreading malicious or nasty rumours - Threatening - Intimidation - Mocking
Emotional/Social Bullying	Cyber Bullying
- Excluding/ shunning others from group activity/social setting or play - Belittling another's abilities or achievements - Menacing looks/stares - Rude signs or gestures	- Misuse of e-mails, images, text, blogs, tweets, forums and chat rooms to hurt /embarrass /demean /harass /provoke or humiliate another using perceived anonymity - Misuse of mobile phones by text messaging /calls or images to hurt /embarrass /demean /harass /provoke or humiliate another using perceived anonymity - Unauthorised publication or manipulation of private information - Impersonation

4. Principles

The following framework underpins the Anti-Bullying Policy at Salisbury Manor School. The process:

- Puts learning at the center of every decision
- Is fair, open and transparent
- Ensures that the school community is safe, nurturing and focused on learning
- Explicitly teaches tolerance, respect and integrity
- Ensures that perpetrators of bullying have appropriate sanctions and take responsibility for their actions.

5. Roles and responsibilities for Anti-Bullying Policy

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and children. All school staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy. Salisbury Manor Primary School has established, and will maintain, the following strategies for all involved, to prevent and reduce bullying behaviour:

Pupils	- Reporting any suspicion of bullying to an adult immediately - Walking away from any potentially dangerous or threatening situation, and telling an adult immediately - Demonstrating integrity at all times (doing the right thing even when no-one is looking) - Treating everyone in the school community with respect and kindness, and being mindful of others' feelings at all times
All staff	- Being alert to signs of bullying, including a change of pattern in behaviour (including friendship groups), attendance, punctuality, achievement, contributions in lessons and around the school - Being available for children to talk through issues with outside lesson time - Being mindful of seating plans, and groupings in lessons and activities that might accentuate issues - Being proactive on all duties, and noticing any children who seem isolated or withdrawn - Passing on concerns or issues immediately to the relevant pastoral leader - Following the Behaviour for Learning policy consistently at all times - Using any opportunity to reinforce expectations about positive behaviour and integrity - Could be requested to investigate an incident of bullying
Staff responsible for Pastoral Care **Miss A Rawlinson** **Miss T Ward** **Miss L Tomkins** **Mr N Jones**	- Responsible for ensuring all incidents of bullying are investigated in a timely and fair manner, and that appropriate action is taken - Reviewing the Anti-Bullying Policy annually - Monitoring, reviewing and responding to patterns in incidents relating to bullying, and communicating to SLT at least annually - Responsible for gathering feedback from pupils about personal safety and bullying, in order to refine policy and practice - Supporting victims and perpetrators of bullying through the use of staff and, where appropriate, external agencies

SLT responsible for Curriculum **Mr Booth & Miss Ward**	- Responsible for ensuring the relevant PSHE curriculum areas are taught in class, through assemblies and through the wider curriculum offered - Responsible for ensuring children are taught all aspects of the safety curriculum through assemblies, the PHSCE and computing curriculum and coaching time - including yearly coverage of relationships and anti-bullying - Ensuring anti-bullying week is celebrated annually
SLT responsible for Parent Contact **Miss A Rawlinson**	- Ensuring the 'Anti-Bullying' is on the agenda at Parents' Forums/Coffee Mornings at least twice per year - Collating pupil, parent and staff voice feedback about pupil safety and bullying, in order to refine policy and practice
Principal **Mr Booth**	- Overall responsibility for safety and care of all pupils (in the school and outside the gates) - Responsible for ensuring all staff are trained in all aspects of the Anti-Bullying Policy - Ensuring that staff are on duty in all areas of the school at breaks/lunches/before and after school, in order to prevent opportunities for bullying to occur - Ensuring that parents/carers are clear about their role within this Policy - Ensuring that feedback from staff, parents and pupils is used to refine policy and practice
Parents 	- Noticing any signs that your child might be subject to bullying. These could include: - your child regularly feeling unwell in the morning, and being reluctant to go to School - money or possessions going missing - your child asking for more pocket money for no particular reason - unexplained cuts or bruises - a sudden and sustained change in behaviour e.g., becoming tearful, bad tempered or unhappy - a change in sleeping patterns - a change in friendship groups, or a reluctance to talk about friends - Reporting any suspicion of bullying to the child's teacher, or if not possible, another member of staff immediately either in person, by phone or email

6. Implementation

A: Prevention

6.1   Salisbury Manor School is an inclusive, safe environment where any form of discrimination is opposed. The consistent application of the School's Behaviour for Learning Policy ensures that all children have an equal and fair chance to thrive and learn in an atmosphere of respect and dignity.

6.2   We expect the entire community of Salisbury Manor School to be united in our drive to eradicate all forms of bullying. We recognise that prevention and education is the most positive and effective means of eliminating bullying from our community.

6.3   At Salisbury Manor School, we praise positive behaviours and recognise and promote examples of caring, co-operative relationships. We reward these positive behaviours in a variety of ways: children have opportunities to 'Go For Gold' receiving special recognition through stickers and certificates for their positive behaviour choices, team tokens, leadership awards and Merit assemblies. We are role models in all that we do and demonstrate our respect for every member of the community, through every interaction, every day.

6.4   We explicitly teach behaviours and attitudes of respect, care and tolerance through our PSHE curriculum, Relationships and Sex education, Thrive Curriculum, assemblies, anti-bullying events, playground staff, behaviour interventions and school council meetings. At the forefront of everything, we pride ourselves in having staff that continuously model a culture of respect and kindness to our pupils.

B: Intervention

6.5   Children must recognise that the school will not accept bullying. However, it is imperative that all claims of bullying are investigated in an impartial, fair and consistent manner, using the system below. We do not 'bully the bullies'.

6.6   When an incident of bullying is reported we:
-    make it easy for pupils to report bullying including bullying which may have occurred outside of school, by being clear that pupils can report bullying to any member of staff without fear of further bullying or discrimination
-    take any report of bullying seriously and investigate it thoroughly
-    implement sanctions for any pupil found to have bullied another pupil. This might include loss of privileges, detention, isolation, external exclusion, depending on the nature, severity and context of the bullying (see the Behaviour for Learning Policy)
-    work with perpetrators using a restorative justice approach to help them to take more responsibility for their actions, to repair the harm done and to ensure there is no repetition
-    work closely with the parents/carers of the perpetrator, and inform them of the outcome of the investigation
-    support the victims of bullying, by for example, making sure there is an adult who is their first point of contact to express ongoing concerns, and use external agencies such as a counsellor, where appropriate
-    record all instances of bullying in line with the Behaviour for Learning Policy, and identify and respond to patterns

6.7   If we feel that an offence may have been committed, the police will be informed by the member of SLT in charge of Pastoral Care.

6.8   A bullying incident is addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering or is likely to suffer, from significant harm' (Children Act 1989). When this is the case, the Child Protection Officer will follow the procedures outlined in the Child Protection Policy.

6.9   Where bullying outside the school is reported to staff, it is investigated and appropriate action taken.

7.   Statutory framework and other guidance

7.1   This policy complies with all advice and legislation contained within:

- DfE Guidance 'Preventing and Tackling Bullying' July 2017
- DfE Guidance 'Behaviour in schools: advice for headteachers and school staff' July 2022
- DfE Guidance 'Safe to learn; embedding anti-bullying work in Schools'

7.2   There are a number of statutory obligations on schools with regard to behaviour which establish clear responsibilities to respond to bullying. In particular, section 89 of the Education and Inspections Act 2006:

- provides that every school must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures should be part of the school's behaviour policy which must be communicated to all pupils, school staff and parents;
- gives head teachers the ability to discipline pupils for poor behaviour that occurs even when the pupil is not on school premises or under the lawful control of school staff.

7.3   Other relevant legal frameworks that this Policy adheres to:

- Education and Inspections Act 2006
- Equality Act 2010
- Children Act 1989
- Education Act 2011
- School Standards and Framework Act 1998
- Independent School Standard Regulations 2010

7.4   Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986.

5.   Links to other policies

7.5   The Anti-Bullying Policy should be read in conjunction with the following areas of School policy:

- Equal Opportunities Policy
- Complaints Policy
- Behaviour for Learning Policy
- Admissions Policy
- Use of Mobile Digital Devices Policy
- Use of ICT Policy