

# MANOR LEAS INFANT SCHOOL



## Learning for Life

### Anti-Bullying Policy

Policy number	25
Policy revision	8
Policy reviewed	Spring 2026
Review date	Spring 2028
Committee	Full
Author	Headteacher

# Anti-Bullying Policy for Manor Leas Infant School

## 1. Rights and Responsibilities

- We have the right to come to school without being bullied;
- We have the responsibility not to bully or accept the bullying behaviour of others.

## 2. What is bullying?

- There is no legal definition of bullying. However, The Anti-Bullying Alliance defines it as: 'the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or through cyberspace.'
- Bullying is behaviour which deliberately targets another person/s making them feel uncomfortable, distressed or threatened;
- Bullying is repeated behaviour whereby a person is made to feel uncomfortable, distressed or threatened;
- Bullying makes those being bullied feel powerless to defend themselves.

## 3. Why are we against bullying?

- Everyone has the right to feel safe, welcome, secure and happy;
- Everybody has the right to be treated with consideration and respect;
- Bullies need to learn different ways of behaving.

***Bullying of any kind is unacceptable at our school and in line with our Safeguarding policy we work to eradicate it in any form.***

## 4. Examples of bullying are:

- Emotional (being unfriendly, excluding, tormenting, threatening behaviour, gestures);
- Verbal (name calling, sarcasm, spreading rumours, teasing);
- Physical (pushing, kicking, hitting, punching or any use of violence);
- Cyber (all areas of internet, email and internet chatroom misuse);
- Mobile threats by text messaging, use of mobile applications (Social Networks) and calls;
- Misuse of associated technology i.e. camera and video facilities including those on mobile phones;
- Racist (racial taunts, graffiti, gestures);
- Sexual (unwanted physical contact, sexually abusive comments);
- Homophobic (because of, or focussing on the issue of sexuality).
- Related to a person's protected characteristics: age, gender reassignment, disability, race, religion or belief, sex, sexual orientation
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

## 5. What are the signs and symptoms of bullying?

A person may indicate by signs or behaviours that they are being bullied. Everyone has a duty of care to all children and should be aware of these possible signs and should investigate if the person:

- Is frightened of walking to or from school or changes route;
- Doesn't want to go to school;
- Changes their usual routine;

## Anti-Bullying Policy for Manor Leas Infant School

- Begins to truant;
- Becomes withdrawn, anxious or lacking in confidence;
- Becomes aggressive, abusive, disruptive or unreasonable;
- Starts stammering;
- Threatens or attempts suicide;
- Threatens or attempts self-harm;
- Threatens or attempts to run away;
- Cries themselves to sleep at night or has nightmares;
- Feels ill in the morning;
- Performance in school work begins to drop;
- Comes home with clothes torn, property damaged or 'missing';
- Asks for money or starts stealing money;
- Has unexplained cuts or bruises;
- Bullying others;
- Changes in eating habits;
- Is frightened to say what is wrong;
- Afraid to use the internet or mobile phone;
- Nervous or jumpy when a cyber-message is received;
- Gives improbable excuses for their behaviour;
- Not wanting to go out at playtime;
- Bed wetting;
- Changed / anxious behaviour at home.

### 6. What causes bullying? (Pupil responses to the question)

People bully for different reasons. The reasons could be:

- To feel powerful;
- Jealousy;
- To feel good about themselves;
- They don't have good role models;
- They want something (attention, possession or friends);
- For fun;
- Low self-esteem;
- They are unhappy;
- They feel scared;
- They are being bullied themselves.

### 7. What is bullying not?

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments, when the occasional trick or joke is played on someone or even physical harm. It is bullying if it is done several times on purpose (STOP). Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise they will be addressed in line with our behaviour policy, but they will not be classed as bullying.

## Anti-Bullying Policy for Manor Leas Infant School

### 8. How can we prevent bullying?

The school has fostered a clear understanding that bullying, in any form, is not acceptable. This is done by:

- Creating an inclusive environment which promotes a culture of mutual respect and care for others
- Developing an effective anti-bullying policy and practice. The school will then become a safer and happier environment, with consequent improvements in attitudes, behaviour and relationships and with a positive impact on learning and achievement;
- Regular praising of positive and supportive behaviour by all staff;
- Modelling positive and respectful behaviour by all staff
- Developing a wider curriculum which develops empathy and emotional intelligence (through PSHCE lessons, Online Safety lessons, teaching of protected characteristics)
- Using a variety of techniques to resolve the issues between those who bully and those who have been bullied;
- Using intervention activities to develop co-operation, tolerance, respect e.g. ELSA
- Speaking to the children about any incidents which occur and how they are feeling about it. E.g Would they like it to happen to them? How does it make them feel? What should they do?
- Assemblies which address the themes of friendship, anti-bullying, school values, respect
- Worry Boxes in all classes;
- Support from outside agencies where needed e.g. whole-staff training, BOSS support for individual pupils
- Tracking of concerns and incidents to identify and support individual cases as well as whole-school provision
- High levels of supervision i.e.
  - a) Playground - a minimum of two adults on the playground;
  - b) A minimum of six Midday Supervisory Assistants (allows the equivalent of two per year group); the MSAs alternate between year groups to allow them and the children to get to know each other and to enable the children to feel confident approaching any adult about their concerns
  - c) A high level of Teaching Assistant support across the school;
  - d) Ensuring adequate adult/child ratio when going on school trips/walks etc.;
- Playground equipment and adult support - markings/games on the playground, trim trail, picnic tables and lunchtime equipment (playground shed) all help to keep children positively focused on desired behaviour as well as adult support for play.

### 9. How do we report and respond to suspected incidents of bullying?

All staff will respond calmly and consistently to all allegations and incidents of bullying. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved. The following steps will be used for reporting and responding to bullying allegations or incidents:

- Pupils and/or parents will report incidents to staff members
- Staff will make sure the victim is safe and feels safe

## Anti-Bullying Policy for Manor Leas Infant School

- Staff will speak to all children involved in the incidents separately
- If the incident is considered to be bullying, staff will record the incident on cpoms using the bullying tab, both for the alleged perpetrator and alleged victim (If after investigation the incident isn't considered to be bullying, it will be recorded in the ordinary way on cpoms as a behavioural incident). Future incidents will be monitored closely to identify if a pattern of behaviour emerges and suspected bullying may be occurring.
- Staff will reinforce that bullying is unacceptable. Staff will talk to the children involved to identify possible solutions and appropriate actions to end the bullying behaviour.
- Both sets of parents will be informed of the incidents, any consequences and next steps and will be invited to a meeting to discuss further.
- The Headteacher will be informed (if not already aware) and consequences may take place (see section 10.)
- Support will be given to the victim to make sure they feel safe in school and know what to do if further incidents occur.
- Support will be given to the bully to help change their behaviour from within school. Support from external agencies may be requested if appropriate
- The wider school staff will be made aware of any bullying incidents so they can closely monitor the situation.
- After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place
- The Headteacher will inform the Chair of Trustees of the situation.
- If necessary and appropriate, the Headteacher will seek advice from the Attendance and Inclusion service
- If necessary and appropriate, Social Services and/or police will be consulted.

### **10. What consequences may take place following suspected incidents of bullying?**

The following steps may be taken in conjunction with our behaviour policy in addition to the support and restoration steps listed above:

- Apologise to the victim(s) verbally or in writing
- Report to the Headteacher
- Parents will be invited in to school to discuss the incident
- Lose playtimes or spend playtimes/lunchtimes supervised by an adult
- Be withdrawn from participation in school visits, clubs and events not essential to the curriculum
- Suspension
- Permanent Exclusion

### **11. Policy review**

This policy will be reviewed every two years by the Headteacher and a trustee. At every review, the policy will be shared with the full governing board.

## Anti-Bullying Policy for Manor Leas Infant School

### APPENDIX 1

#### Support Agencies

**Anti-bullying Alliance** - the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations who can help with bullying issues.

[www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

#### **Kidscape**

[www.kidscape.org.uk](http://www.kidscape.org.uk)

**Childline** - advice and stories from children who have survived bullying

08000 1111

**Family Lives** - advice and links for parents [www.familylives.org.uk](http://www.familylives.org.uk)

#### Useful sources of information

**Stonewall** - the gay equality organisation founded in 1989. Founding members include Sir Ian McKellen. [www.stonewall.org.uk](http://www.stonewall.org.uk).

**Cyberbullying.org** - one of the first websites set up in this area, for young people, providing advice around preventing and taking action against cyberbullying. A Canadian based site [www.cyberbullying.org](http://www.cyberbullying.org)

**Think U Know** - the Child Exploitation and Online Protection Centre (CEOP), has produced a set of resources around internet safety for secondary schools [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)

**Know IT All for Parents** - a range of resources for primary and secondary schools by Childnet International. Has a sample family agreement [www.childnet-int.org/kia/parents](http://www.childnet-int.org/kia/parents)