



# The Manor School

# Anti-Bullying Policy

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## Anti-Bullying Policy Introduction

At our school we are committed to providing a safe, caring place where everyone feels happy and is friendly towards each other. Our Christian values are built on mutual trust and respect for all and good relationships are promoted so that everyone can work together. We apply this Anti-Bullying policy in a consistent way throughout the school community for all staff, children and parents.

### What is Bullying?

In our school, a bully is someone who hurts someone more than once, by using behaviour which is meant to hurt, frighten or upset another person. Bullying can be...

**Emotional:** Hurting people's feelings, leaving you out.

**Physical:** Punching, kicking, spitting hitting, pushing.

**Verbal:** Being teased, name-calling.

**Racist:** Graffiti, calling you racist names.

**Cyber:** saying unkind things by text, e-mail and/or social media.

### When is it bullying?

**Several**

**Times**

**On**

**Purpose**

We promise to always treat bullying seriously.

If bullying does occur the following actions would be taken;

- Speak to all children involved and record the details of what has happened
- Inform parents of all children involved and request a face to face meeting
- Decide on actions to be implemented and how these will be monitored and checked.
- Both bully and victim will be supported
- For the bully: - Analyse possible reasons for bully's action by looking at the "whole child", including family situation. - Gather information, e.g. classroom observations. - Investigate the underlying causes and take necessary steps in an attempt to resolve the bully's problems, possibly including obtaining advice from outside agencies.
- For the victim: - Protection from the bully, e.g. asking duty staff to watch out for the victim, keeping the bully in at playtime and lunchtime. - Assertiveness training.
- If the situation is not able to be resolved, greater involvement of outside agencies may be requested.

### **What should I do if I see someone else is being bullied?**

Don't walk away and ignore the bullying, don't be a bystander.

Let someone know what is happening; tell a trusted friend or adult.

Tell the bully to stop if it is safe to do so.

Don't stay silent – tell someone to help stop the bullying behaviour.

### **The Principal, the Governors, the staff, the School council will work together to:**

- Make our school a place where everyone can feel safe and happy.
- We will not tolerate bullying.
- We will help everyone to get on with each other and we believe that everyone has the right to be who they are.

### **Who can I tell?**

We refer to our 'Helping Hand' which encourages children to tell someone. The idea is that each finger of the hand is someone who can be there to help you if you need to talk.

### **If you are being bullied: TELL SOMEONE!**

You can talk to someone outside of school by calling Child Line on 0800 1111. It's free and confidential.

## **Outcomes**

Incidents of alleged bullying will be monitored over time and logs kept in a central location. Logs will be analysed to help identify trends in behaviour. Incidents of bullying will be dealt with in line with the sanctions and exclusions sections of the behaviour policy.

- If you are bullied- DO:-
- Ask them to STOP if you can.
- Use eye contact and tell them to go away.
- Ignore them.
- Walk away.
- Use the worry box if you are too scared to speak openly about it.
- Talk to a School council/ Rights Respecting group member.
- TELL SOMEONE, you trust.

## **DON'T:-**

- Do what they say.
- Get angry or look upset.
- Hurt them or retaliate in any other way.
- Think it is your fault.
- Hide it.