



The
Sovereign
Trust

UNCONFIDENTIAL

Anti Bullying Policy

Issue 1

Manor Academy Sale

Anti Bullying Policy

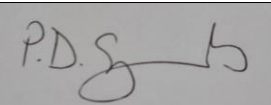
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Table of Contents

| | |
|---|---|
| 1. Statement of intent..... | 4 |
| 2. Definition of bullying..... | 4 |
| 3. Academy objectives..... | 4 |
| 4. Policy aims..... | 5 |
| 5. Prevention Strategies..... | 5 |
| 6. Reporting and action procedures..... | 5 |

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1. Statement of intent

Manor Academy is committed to ensuring that all pupils and staff work in an environment that promotes kindness and respect where every individual care for each other. It is essential that everyone comes to school without fear so that they feel safe to maximize all learning opportunities. At Manor Academy bullying and any other forms of intimidation will not be tolerated whether these occur at home, at school, or in the community. In order to ensure that school is a safe place of learning, everyone will be vigilant and will intervene promptly if there are any signs or reports of bullying.

'The key message is respect for everyone, and respect for learning – these expectations are for everyone in the school. Staff are expected to treat pupils with respect and to demonstrate good professional behaviour with all adults' Ofsted No place for bullying June 2012

2. Definition of bullying

'Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often, but not always, motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences....It can result in the intimidation of a person or persons through the threat of violence or by isolating them either physically or online.' (Department for Education, 2014).

It is important that bullying is not confused with the usual childhood squabbles or arguments where individual's 'fall-out'. School staff will use their judgement about each individual case and follow through with 'Choices and Consequences' as required in line with the school behaviour policy.

3. Academy objectives

To prevent incidents of bullying through:

- Building an ethos where individuals recognise and appreciate each other's differences and treat each other kindly.
- Increasing awareness of bullying – what it involves and the affects it has.
- Having effective sanctions to deter bullying and appropriate strategies to reform bullies.

To manage incidents of bullying effectively by:

- Teaching pupils and parents the importance of reporting incidents of bullying.
- Acting promptly when bullying is reported or suspected – investigating and applying the school's behaviour policy appropriately.
- Safeguarding the individual that has experienced the bullying and where necessary offering them additional support.

4. Policy aims

At Manor Academy staff, parents, governors and pupils will work together to create an inclusive learning environment where each person will feel safe and free from bullying and intimidation so that they can work to their full potential. Bullying, either verbal, physical or indirect will not be tolerated. It is everyone's responsibility to aim to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

5. Prevention Strategies

- Anti-bullying will be embedded into the curriculum through PSD lessons, assemblies, form time and national anti-bullying week.
- We will use our behaviour policy effectively to promote good behaviour so that there is an ethos where bullying is unacceptable.
- Every allegation of bullying will be investigated and followed up.
- Pupil mobile phones must be handed in to form staff on arrival to school to deter potential cyber bullying.
- All pupils expected to spend break and lunch in supervised areas.
- Peer mentoring scheme and Head Boy and Girls.
- Staff will receive training to help identify bullying, including e-safety awareness.
- This anti-bullying policy will be available on the school web site.
- Parents / carers will be expected to support this school policy.

6. Reporting and action procedures

- If bullying is identified or suspected, the incident will be dealt with immediately by the member of staff who has been approached.
- All will be encouraged and expected to report bullying.
- Statements will be taken from all involved including any witnesses.
- Consequences will be issued in line with the school's Behaviour Policy.
- Parents will be informed and may be invited in to discuss the incident/s.
- Information will be recorded on SIMS and reported to Form Tutors and Key Stage Manager. More serious incidents will also be reported to the Senior Leadership Team.
- A restorative session will take place when all parties are ready to participate.
- If necessary, further strategies may put in place to support either the victim or perpetrator/s of the bullying.
- All staff will be made aware of bullying incidents so that situations can be monitored.
- Where bullying outside school is reported to school staff, it will also be investigated and acted on where reasonably possible.

References

Preventing and tackling bullying (2017)

Department for Education (2012) No place for bullying

Approaches to preventing and tackling bullying: case studies (2018)

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