



Anti-Bullying Policy

Manor
Drive



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Introduction

At Manor Drive Primary Academy, we are committed to ensuring that every child feels safe, valued, and supported. Every child deserves to enjoy their education free from the threat of bullying. We foster self-esteem and confidence across our school community and empower children to keep themselves safe. Through guidance and education, we help children recognize acceptable and unacceptable behaviour, encouraging them to seek support when necessary. This policy is designed to be clearly understood and embraced by students, staff, and parents alike.

Definition of Bullying

Bullying at Manor Drive Primary Academy is defined as:

Ongoing, deliberate behaviour intended to upset or harm a victim.

- It can be direct (physical or verbal) or indirect (e.g., being ignored, exclusion, or cyberbullying).
- Bullying may involve individuals or groups and is often targeted and selective.

Procedures for Addressing Bullying

If bullying is suspected, staff will take the following steps, depending on the severity of the situation:

1. Support the Victim:

- Speak to the victim with sensitivity and gather information in a non-intrusive way.

2. Address the Bully:

- Identify the bully and discuss the incident to understand why they engaged in such behaviour.
- Make it clear that bullying is unacceptable.

3. Follow Up:

- If the bully admits to their behaviour, implement sanctions as outlined in the school's Behaviour Policy.
- Record all incidents on the school's CPOMS online system to ensure all relevant staff are informed.

4. Mediation (if appropriate):

- Bring all parties together to discuss the issue, provided they agree.

5. Ongoing Support:

- Help children resolve conflicts and understand their roles.
- Establish agreements between parties when needed.

6. Parental Involvement:



- Inform parents of those involved.

7. **Monitoring:**

- Follow up with individuals and provide additional support as necessary.

8. **Escalation:**

- If bullying persists or poses a health and safety risk, the Headteacher may implement seclusion procedures, as outlined in the Behaviour Policy.

Preventive Strategies

We employ proactive measures to prevent bullying and reinforce positive behaviours:

• **Awareness and Education:**

- Teach strategies for handling low-level issues and online safety through discussions, PSHE lessons, and assemblies.
- Integrate themes of respect and anti-bullying into the curriculum (e.g., drama, storytelling, and RE).

• **Role Models:**

- Encourage peer leadership through initiatives like the School Council and Play Leaders.
- Model appropriate behaviour as staff and adults in the school community.

• **Whole-School Practices:**

- Use a whole-school reward system to reinforce positive behaviour.
- Promote a culture of mutual respect and understanding.

• **Empowerment:**

- Ensure children understand their rights, responsibilities, and how to seek help.

Roles and Responsibilities

Governors

- Support the Headteacher in enforcing a zero-tolerance approach to bullying.
- Monitor incidents and evaluate the effectiveness of the policy.
- Address parental complaints regarding bullying through the school's complaints procedure.

Headteacher

- Ensure the Anti-Bullying Policy is effectively implemented and communicated.
- Provide staff training to identify and address bullying incidents.
- Report to governors on the policy's effectiveness and recorded incidents.



- Lead the school in fostering a culture of respect and care.

Staff

- Take all forms of bullying seriously and address issues promptly.
- Record incidents on CPOMS and inform parents and the Headteacher as needed.
- Provide immediate and appropriate support for both victims and perpetrators.
- Use a variety of methods to prevent bullying and promote a climate of trust.

Parents

- Stay vigilant for changes in behaviour that may indicate bullying.
- Support their child's education and communicate concerns to the school promptly.
- Follow the school's procedures if their child is involved in a bullying incident.

Children

- Speak out if they are being bullied or if they witness bullying.
- Seek help from trusted adults and avoid retaliating.
- Support peers by reporting bullying and promoting a safe school environment.

Monitoring and Review

- The Headteacher will regularly monitor the effectiveness of this policy and report findings to the Local Governing Committee. Governors will review how incidents are recorded and ensure strategies address all forms of bullying, including those involving racism or Special Educational Needs and Disabilities.