

MANORBROOK PRIMARY SCHOOL



Aiming for Excellence

ANTI-BULLYING POLICY

2025 Edition

Rationale

We believe the school should provide a happy, secure environment where bullying is not tolerated. Every child has the right to grow and thrive free from intimidation.

DfE definition: What is 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, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.”

(Source: Preventing and Tackling Bullying: Advice for Head Teachers, Staff and Governing Bodies – DfE July 2017)

Anti-bullying Alliance’s definition of bullying:

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 online.

(Source: <https://anti-bullyingalliance.org.uk/tools-information/all-about-bullying/understanding-bullying/definition>)

Aims:

- To ensure all children know what bullying is and have appropriate strategies to deal with it
- To use a whole-school approach to ensure bullying is dealt with consistently by all adults in the organisation
- To enable children and parents to feel confident that all incidents of bullying will be dealt with promptly and effectively
- To make everyone aware that bullying will not be tolerated
- To ensure that all those involved will receive appropriate support
- To ensure children's learning is not compromised

Procedures

All allegations of bullying will be reported to, and logged by, the head. When incidents are investigated, all parties involved will be listened to, to ensure fairness is maintained. Incidents of bullying may be investigated or dealt with by the class teacher in the first instance, if deemed appropriate by the headteacher.

Details of the alleged bullying will be recorded on a 'Bullying Investigation Form', showing who was involved, what happened, where and when an incident happened and what action was taken. It will record the decision of whether bullying has occurred or not.

When an incident has been confirmed as bullying, the parents of the victim and the perpetrator will be informed. The bullying behaviour will be dealt with in line with the school's behaviour policy.

If there is agreement between the victim, the perpetrator and the investigating staff member that the incident does not meet the definition of bullying, e.g. if it is a one-off action triggered by frustration, etc., it will be logged as not constituting bullying and also dealt with in line with the behaviour policy.

Subsequent actions may be delegated to other staff, e.g. Teacher, SENDCo, Parent Support TA or ELSA, if necessary and appropriate. The Head Teacher will be kept informed if problems continue and further action will be taken as necessary.

Support for the Victims of Bullying

When bullying impacts on a child's well-being or learning, we will support the child compassionately in ways appropriate to their needs, such as periodic check-ins with the victim to check there has been no recurrence of the bullying behaviour (until we are satisfied there is minimal ongoing risk of further bullying) or provision of support for the victim's confidence, self-esteem or broader well-being and mental health issues, such as playtime support, mentoring or sand-play therapy.

Prevention

We will proactively prevent bullying through our shared values and school rules, our clear and positive behaviour policy, and our commitment to anti-bullying education.

Clear Values and Rules

Our three school values of Respect, Responsibility and Resilience, and our five school rules, provide a commonly understood framework of expectations for how we treat each other at Manorbrook. These values and rules will be promoted and celebrated throughout the whole school, helping to create a learning environment where there is zero tolerance for bullying. They will be upheld through our behaviour policy.

Anti-bullying Education

Issues relating to bullying, including cyber-bullying, will be taught and discussed regularly as part of PSHE in each class and in assemblies. This includes the observance of National Anti-bullying Week. School Council may also be used as a forum for discussion. Teachers will use opportunities across the curriculum to help build pupils' self-confidence, self-esteem and respect for others. Pupils will be regularly taught and reminded that they should always tell a trusted adult or friend if they feel they are being, or might be, bullied. This mirrors our wider advice of speaking to a trusted adult in all contexts when one feels worried or unsafe.

In our application of the policy, we will refer to, and act in accordance with, the most recent DfE guidance: [Preventing and Tackling Bullying - Advice for Head Teachers, Staff and Governing Bodies; July 2017.pdf](#)

Review Frequency	3 years
Reviewed by	Learning Committee
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Approved by	Learning Committee
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