



Dated: February 2023

Review Date: February 2024

Anti-bullying Policy

Manorway Independent School recognises that bullying for its students can be perceived as being one of the largest problems that they face.

Bullying behaviour is usually characterised by an imbalance in power which makes it harder for the victim to defend themselves, this is especially a time where students may have reduced resilience to emotional behaviours.

Bullying can be defined as:

- **Physical-** assault, pushing, kicking, hitting, unacceptable touching (including that of a sexual nature), blocking (preventing movement through an access point), pinching, spitting, violent threats, damaging belongings, or any other form of physical activity that makes a person feel threatened or intimidated.
- **Verbal-** any words used in an aggressive manner designed to hurt or cause offence such as name calling, mocking, taunting, gossiping, spreading rumours, and teasing.
- **Written-** any insults contained in note passing, threatening letters and graffiti, cyber-communication, defacing any property belonging to another.
- **Psychological-** Gestures, tormenting, humiliating, ridiculing, ignoring, silent treatment, excluding.
- **Cyber-** harassment, alarm, distress or humiliation that uses internet or phone technology. It can be an extension of face-to-face bullying, with technology providing the bully with another route to harass their target. It differs in that there is invasion of home and personal space, size of audience, perceived anonymity, the fact that bullying can continue constantly and even the profile of the person bullying.
- **Homophobic-** because of, or focusing on the issue of, or perceived sexuality.
- **Sexual-** unwanted sexual physical contact or sexually abusive comments.
- **Racist-** racial taunts, comments, graffiti, gestures which are designed to influence racial hatred.

Manorway Independent School also recognises that some bullying may be the result of issues in the local community and this may translate into issues and causes for concern regarding bullying in Manorway Independent School.

Statement of intent:

Manorway Independent School is a place where everyone can achieve. We respect and encourage all students to have a full and open access to every learning activity and opportunity. All staff and committee members are committed to the provision of a safe and caring environment in which all students can thrive as individual learners.

Manorway Independent School recognises that owing to the nature of the students, from time to time it may have a negative effect on others' learning and behaviour. Manorway Independent School recognises that there needs to be a wide range of activities undertaken with both the perpetrator and the victims that will support them and enable them to move on from the incident(s).

The aims of this policy are to:

- Increase awareness of the types and effects of bullying and to encourage all students to report concerns regarding bullying and bullying behaviour.
- To provide support for bullies in order that they can alter their behaviour.
- To develop the self-confidence and self-esteem of all students and to develop their resilience.
- To develop and promote an 'anti-bullying' expectation.
- To provide support for victims of bullying.

Objectives:

Manorway Independent School recognises that all students have rights and responsibilities to promote the caring ethos; all students have the right to **Learn**, to be **Safe** and to be **Respected**. They also need to accept the responsibilities that go with these rights, which are:

1. Keep the school a safe place
2. Allow each other to learn
3. Treat each other with respect
4. Keep the school a pleasant place
5. Listen to each other



- The governing body, staff, parents/carers and students should have an understanding of what bullying is; be aware of signs and symptoms and the destructive effect on the individual in terms of self-esteem and self-confidence.
- The governing body, staff, parents/carers and students should have an understanding of the policy and be able to follow it where necessary.
- This is to enable a development of dialogue between all parties regarding issues and perceptions of issues regarding bullying.

Prevention:

- Using assemblies, tutor time, the PSHE programmes, and curricular activities undertaken. These methods will also be used to promote understanding of the role of bystanders and accessories to bullying.
- Use of anti-bullying week in each year to highlight different aspects of bullying strategies, ways to deal with bullying, and the expectations of Manorway Independent School with regards to bullying.
- Supervision of students at all times of the school day. A member of staff will always be available to support vulnerable students.

- The governing body, students, parents, carers and staff will have regular opportunities to contribute to and review the anti-bullying policy and to make changes where necessary.
- All staff will challenge and encourage students to challenge stereotypically negative views and will be encouraged to view positive differences in others especially in regards to race, gender, culture, sexuality, ability or disability.

Role of the Governing body:

- Support the SLT and staff in the implementation of the policy and challenge the SLT, where appropriate with regards to bullying issues.
- Ensure that all incidents are dealt with in a timely, serious, and appropriate manner.
- Monitor the incidents that have occurred and review the actions taken by all involved.
- Respond to requests from parents with regards to any incidents that may have occurred within 7 days.

Role of staff:

- To promote and develop the anti-bullying strategy with all students and parents/carers.
- Ensure that they are fully cognisant of the policy and the steps for dealing with bullying in Manorway Independent School.
- Attend training on bullying on a regular basis.
- Develop Manorway Independent School ethos of mutual support and the development of a safe environment for all students.
- Take all forms of bullying seriously and intervene proactively to prevent incidents from happening or escalating.
- Keep records of any incidents that have happened, clearly state what actions they have undertaken to mitigate the circumstances.
- Staff should support all students regardless whether they are the perpetrator or victim of bullying.
- Write up accounts of all bullying incidents in The Manorway Independent School incident book.
- Regularly attend training and keep up to date with the expectation of Manorway Independent School with regards to dealing with bullying incidents.

The role of parents/carers:

- To talk to their children with regards to issues of bullying particularly cyber-bullying.
- Report any incidents of bullying to a Manorway Independent School staff member.
- To support the Manorway Independent School's anti-bullying policy and to encourage their children to follow the rights and responsibilities of Learn, Safe and Respect.

The role of students:

- To follow the Manorway Independent School behaviour code and anti-bullying policy.
- To discourage any bullying they encounter.
- Report bullying to staff.
- To ensure they follow the rights and responsibilities of Learn, Safe and Respect.

Signs and symptoms of bullying:

- Being frightened of travelling to/from the Manorway Independent School.
- Changes in a usual routine or behaviour.
- Begins to truant.
- Drops in attendance.
- Becomes withdrawn, anxious, or talking without confidence.
- Starts stammering.
- Attempts suicide.
- Runs away.
- Has nightmares or cries themselves to sleep at night.
- Feels ill in the morning.
- Has possessions which are damaged or missing,
- Asks for money or steals money.
- Comes home starving.
- Becomes aggressive, disruptive or unreasonable.
- Is frightened to say what is wrong.
- Is afraid to use the internet or mobile phone.
- Is nervous or jumpy when a cyber message is received.
- Gives improbable excuses for any of the above.

N.B these are only indicative symptoms and bullying can represent many aspects. This may relate to a number of issues.

Consequences of bullying:

- The perpetrator may be asked to genuinely apologise, depending on the severity of the incident students will spend a period of time reflecting on the incident.
- Use of learning mentors, PCSOs and the police to work with the victim and the perpetrator.
- Monitoring of each bullying incident on an individual basis.
- In serious cases, internal or external exclusion may occur.