



# Anti-Bullying Policy

## Rationale

As a school we take bullying and its impact seriously. Pupils and parents should be assured that known incidents of bullying will be responded to. Bullying will not be tolerated. The school will seek ways to counter the effects of bullying that may occur within school or in the local community. What Is Bullying? Bullying is unacceptable behaviour used by an individual or group, usually repeated over time that intentionally hurts another individual or group either physically or emotionally. Bullying may be related to:

- Race
- Gender
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances, incl. Young carers and poverty
- Sexual orientation, sexism, or sexual bullying, homophobia

## We aim to:

- Take all bullying issues seriously
- Investigate all incidents thoroughly and with vigour
- Ensure bullies and victims are interviewed separately
- Obtain witness information
- Keep a written record of any incident, investigation and outcomes
- Ensure that action is taken to prevent further incidents through supporting & educating the victim and the bully. Where appropriate this will involve a pastoral referral and pastoral interventions being put in place.

## Action may include:

- Impositions or sanctions
- Informing parents of both the bully and the victim
- Providing appropriate training for staff
- Ensuring parents are kept well informed e.g. the school complaints procedure

We aim to prevent bullying by creating a happy, caring and supportive climate within the school.

## The Head teacher, Senior leadership team and staff will:

- Promote and praise high standards of behaviour
- Ensure that anti-bullying remains a high profile in the school (through regular PSHE lessons & Circle time, delivery of the Jigsaw program, celebrating no outsiders week and anti-bullying assemblies)

- Assure all children that their 'voice' will always be heard and appropriate action will be taken. Children are taught the S.T.O.P slogan – Several Times On Purpose and what to do to keep themselves and others safe.
- Ensure that anti-bullying systems are in place at the school and are secure and adhered to.
- Investigate bullying incidents thoroughly and involve both the bully and the victim. All bullying incidents are logged and monitored.
- Assist the bully in recognising his/her unsociable behaviour and offer support to change such behaviour
- Respond appropriately to parents concerns re: reasonable bullying allegations and keep them informed of the school actions
- Ensuring pastoral referrals are made where appropriate and pastoral interventions are delivered to support victim and perpetrator.

### **School Procedures:**

- All complaints from children to be relayed to the child's class teacher with urgency
- The child's class teacher will record the nature of the incidents on the pupil's behaviour report on Sims, parental contact form or behavior log form
- If there is any indication of bullying a member of the SLT must be alerted and informed – investigation will take place through-discussion with all children involved. Relevant findings to be informed to the HT or DHT. Learning mentors will also be informed of the incident.
- Senior or middle leadership team will assess the nature of the complaint, the previous action taken by the school and if necessary take further action.
- The DHT/HT will investigate thoroughly, record discussions and actions.
- SLT will inform parents of child's complaints, school's action and strategies for support. Injecting appropriate support/sanctions for both the bully and victim.
- SLT will monitor both parties in liaison with the SENCO and class teacher
- Complaints from parents re: allegations of bullying must be referred directly to the HT/DHT; who will address the complaint with some urgency
- Parents can access the LEA's official complaints procedure on the school website

The following sanctions may be used:

- Loss of privileges: playtimes/lunchtimes
- Loss of after school participation in events/clubs etc.
- Loss of discretionary/other privileges
- Protective isolation of victim (to a safe calm place identified in school)
- Meeting with parent/carer
- Making amends –  
A letter of apology written in their own time  
A verbal apology under direction of the HT/SLT
- Fixed-term exclusion at the HT's discretion only
- Permanent expulsion at the HT's discretion only

#### Support for bully and victim:

- Pastoral referral put in place leading to placement on SEN register (SEMH)
- Outside agency support where appropriate.
- Individual action plans
- Creation of new friendship groups / pastoral intervention.
- Inclusion in circle time, PSHE and collective worship
- HT, SLT, SENCO, Pastoral team and class teacher fully involved
- DHT – to support parents to support their child (victim & perpetrator)

#### Other help support and advice:

- Get connected                      Tel 0800 096 0096
- Kidscape                              Tel 020 7730 3300

At Uplands Manor, we encourage children to work against bullying and report any incidents of bullying at school or outside school i.e.

- If they see someone being bullied
- If they themselves are being bullied

Bullying can be a continuing action of the following:

- Name calling (including racist/sexist comments)
- Malicious gossip
- Damaging or stealing property
- Coercion or stealing property
- Violence and assault
- Hitting/kicking
- Jostling
- Teasing/taunting
- Intimidation
- Extortion
- Ostracizing
- Hostile looks

The school will track behaviour patterns through behaviour reports and discipline tracking sheets. Class teacher's observations will include:

- Unwillingness to come to school
- Withdrawn isolated behaviour
- Complaining about missing possessions
- Refusal to talk about a problem
- Being easily distressed/emotional
- Damaged or incomplete work
- Bed wetting (through parental contact)
- Feigning illness
- General unhappiness/anxiety fear

- Deterioration in performance
- Increase in warnings
- Decrease in rewards
- Low self esteem

**BULLYING WILL NOT BE TOLERATED AT UPLANDS MANOR SCHOOL  
AND ALL INCIDENTS WILL BE TAKEN SERIOUSLY**

Definition of bullying:

- A person or group who uses strength of power to frighten/intimidate others in a continuous pattern of action

This should not be confused with bossiness i.e. telling others what to do; the need to have their own way.

OR boisterous behaviour i.e. more natural/uncontrolled behaviour – which is not vindictive, high spirited, noisy and lively – but not unfriendly.

**Kerri James – Deputy Head teacher / Pastoral lead.**

Reviewed November 2021.

To review November 2022.