



Anti Bullying Policy

APPROVED BY GOVERNORS: January 2025

POLICY TO BE REVIEWED: January 2026

A small school with big ideas ... Growing hearts, Growing Minds, Growing Dreams.

Safeguarding Statement

'Safeguarding is everybody's responsibility' Manuden Primary School is fully committed to safeguarding and promoting the welfare of children and expects all staff, governors, volunteers, and third parties to share this commitment. To achieve our commitment, we ensure the continuous development and improvement of robust safeguarding processes and procedures that promote a culture of safeguarding among our staff, governors, and volunteers.

We believe that every child should be valued, feel safe, and be happy. We endeavour to make sure that children at our school know this and are empowered to tell us if they are experiencing harm.

We have several policies and procedures in place that contribute to our safeguarding commitment. These can be viewed on our school website. We actively support the Government's **PREVENT** (counter-terrorism strategy) to address radicalisation and extremism.

Introduction

Our school ethos, vision, and values strongly underpin the expectations of behaviour at Manuden Primary School.

Our Vision:

*A small school with big ideas... **Growing hearts, Growing minds, Growing dreams***

At Manuden Primary School, we are dedicated to creating a nurturing environment where every child can thrive both academically and emotionally. We believe in fostering curiosity, resilience, and a love of learning that extends beyond the classroom.

Our restorative practice approach to behaviour management supports our commitment to ensuring that all members of our school community feel valued, respected, and heard. This ethos is embedded in our curriculum and our daily interactions.

Policy Rationale

We are committed to providing a caring, friendly, and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying occurs, all pupils should be able to report it and know that incidents will be dealt with promptly and effectively. **We are a TELLING school**—this means that anyone who knows bullying is happening is expected to tell staff.

Aims of this Policy

- To ensure all governors, teaching and non-teaching staff, pupils, and parents understand what bullying is.
- To ensure all staff know what the school policy is on bullying and follow it when bullying is reported.
- To ensure all pupils and parents know what the school policy is on bullying and what they should do if bullying arises.
- To reassure pupils and parents that bullying will not be tolerated and that they will be supported when bullying is reported.

What Is Bullying?

Bullying is defined as behaviour by an individual or group that:

- **Is intended to hurt** – the person bullying knows what they are doing and means to do it.
- **Happens more than once** – there is a pattern of behaviour, not just a one-off incident.
- **Involves an imbalance of power** – the person being bullied finds it very hard to defend themselves.

Bullying can take various forms, including:

- **Emotional/Relational** – excluding, tormenting, spreading rumours.
- **Physical** – hitting, kicking, pushing.
- **Racist** – racial taunts, graffiti, gestures
- **Harmful Sexual Behaviour** – inappropriate contact, sexting, upskirting.
- **Homophobic** – targeting based on sexual orientation.
- **Cyberbullying** – misuse of social media, messaging, or technology.

This school recognises that bullying motivated by prejudice (e.g., racist, sexist, homophobic, religious, cultural, disability-based bullying) is a particular concern and is addressed within our wider curriculum as well as through individual interventions.

Responding to Reports About Bullying

School will respond in the following ways:

1. If bullying is suspected or reported, it will be dealt with immediately by the member of staff who has been made aware of it.
2. A clear account of the concern will be recorded and given to the Headteacher.
3. The Headteacher will investigate and keep a detailed record.
4. Relevant staff and parents will be informed.
5. If necessary, police or external agencies will be consulted.
6. Support will be provided to the victim, and action will be taken with the person responsible for bullying.

Support for pupils who have been bullied:

- Immediate opportunity to discuss the experience with a member of staff.
- Reassurance that bullying will be addressed.
- Continuous support to rebuild confidence and self-esteem.

Support for pupils who have bullied others:

- Discussion about their actions and consequences.
- Clear expectations of behaviour change.
- Parental involvement to support behaviour change.

Prevention

At Manuden Primary School, we work proactively to prevent bullying through:

- **PSHE curriculum** – teaching strategies to prevent bullying.
- **Circle times and assemblies** – promoting respect and kindness.
- **School Council involvement** – giving pupils a voice.
- **Anti-Bullying Week participation** – raising awareness.
- **Restorative approaches** – addressing conflicts in a supportive way.
- **E-safety education** – addressing cyberbullying risks.

Equal Opportunities

Every pupil, regardless of race, gender, or ability, has the right to feel safe and be free from bullying and discrimination.

Monitoring and Review

The monitoring of this policy is the responsibility of all staff. Incidents are recorded on **MyConcern** and monitored by the Headteacher. The number of bullying incidents is reported to the Governing Body termly.

Links to Other Policies and Resources:

- Behaviour Policy
- PSHE Curriculum
- Internet Safety (ICT Policy)
- Concerns and Complaints Procedure
- Child Protection Policy
- Equalities and Cohesion Policy
- SMSC Policy

Help Organisations:

- [Anti-Bullying Alliance](#)
- [Bullying UK](#)
- [NSPCC](#)
- KIDSCAPE Parents Helpline: 020 7730 3300

This policy will be reviewed annually to ensure it remains effective in promoting a safe and inclusive school environment.