



Policy Status:	Statutory
Review Cycle:	2 years
Policy Reference:	

Change History	Author	Changes Summary
06/10/15	A Ball	Extensive Review
25/07/16	T Nyirenda	Minor Updates

ANTI BULLYING POLICY – Young People

Policy Aim

This anti-bullying policy is for all children/young to achieve the five Every Child Matters outcomes: be healthy, stay safe, enjoy and achieve their full potential, make a positive contribution, and achieve economic well-being.

To whom the policy applies:

All staff, children/young people, parents/carers, governors and partner agencies working with schools.

How the policy was formulated:

The policy was drawn up using a range of national documents including: Anti-bullying guidance for schools (National Healthy Schools Programme), Statement of purpose (Anti-bullying Alliance), United Nations Convention on the Rights of the Child – Articles 12, 19 and 29, Children’s Act (2004), Education and Inspections Act (2006), Children’s Plan (DCSF, 2007) and Safe to learn (DCSF, 2007). Local guidance: Hampshire’s children and young people plan (HCC, 2009) and HCC’s Children and young people’s anti-bullying policy (HCC, 2009).

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

The DFE defines bullying as behaviour that is; repeated, intended to hurt someone either physically or emotionally and is often aimed at certain groups, e.g. because of race, religion, gender or sexual orientation

Bullying may be:

- physical assault
- teasing
- making threats
- name calling
- cyberbullying - bullying via mobile phone or online (e.g. email, social networks and instant messenger)

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

The staff at Manchester Settlement must be alert to the signs of bullying and act promptly and firmly against it.

Manchester Settlement has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Implementation and information recorded

The following steps may be taken when dealing with incidents of bullying:

If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.

A clear account of the incident will be recorded and an interview held with all concerned. Parents will be kept informed. Information must be recorded in the school database and must include: date, nature of event, who is involved, and action taken including sanctions, staff involved and review date. The pupil database will have a formal bullying record.

The member of staff completing the incident form should share the incident via schoolpod with the Lead Mentor who will direct follow up.

Pupils who have been bullied will be supported by offering an immediate opportunity to discuss the experience with a member of staff of their choice, reassuring the pupil, offering continuous support, restoring self-esteem and confidence.

Pupils who have bullied will be helped by discussing what happened, discovering why the pupil became involved, establishing the wrong doing and need to change, informing parents or guardians to help change the attitude of the pupil. Referrals may be made to other supporting agencies.

Disciplinary steps may be taken as per the behaviour policy

Any discipline must take account of special educational needs or disabilities that the pupils involved may have.

Preventing Bullying

We will deliver a proactive, preventative programme of anti-bullying education. This programme will be delivered through;

- Our PHSE Programme
- One to One work with young people who display behaviours that may be intimidating to others

Manchester Settlement will raise the nature of bullying through the curriculum

Incidents of bullying will be reviewed for patterns or trends on a half termly basis

Manchester Settlement will review this policy and assess its implementation and effectiveness.

The law

Some forms of bullying are illegal and should be [reported to the police](#). These include:

- violence or assault
- theft
- repeated harassment or intimidation, eg name calling, threats and abusive phone calls, emails or text messages
- hate crimes

Call 999 if you or someone else is in immediate danger.

Anti-discrimination law

Schools must also follow [anti-discrimination law](#). This means staff must act to prevent discrimination, harassment and victimisation within the school. This applies to all schools in England and Wales, and most schools in Scotland.

Reporting bullying

Young People and/or parents should report bullying to the school in the first place - or someone you trust if it happens outside school, eg in a club or online.

[Tell the police](#) if the bullying involves a crime.

Schools - reporting bullying

School staff will deal with bullying in different ways, depending on how serious the bullying is.

They might deal with it in school, eg by disciplining bullies, or they might report it to the police or social services.

Police - reporting bullying

Anyone can [make a complaint to the police](#) about bullying but it's usually a good idea to speak to your school first.

If you're reporting cyberbullying, keep a record of the date and time of the calls, emails or texts - don't delete any messages you receive.

Call 999 if you or someone else is in immediate danger.

Where to get help and advice

There are lots of organisations that provide support and advice if you're worried about bullying:

- [Anti-Bullying Alliance](#)
- [Bullying UK](#)
- [Childline](#)
- [The Diana Award](#)
- [Kidscape](#)