

Anti-Bullying Policy



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Approved by:	Directors/CEO/CEA
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Policy Statement

This policy outlines Manor Multi Academy Trust's ('we' / 'our' / 'us') expectations of our employees' ('you') in relation to the Anti-Bullying policy.

We are committed to equality and value diversity. As such we are committed to fulfilling our Public Sector Equality Duty (Equality Duty) obligations and expect all staff and volunteers to share this commitment. Bullying is recognised as a safeguarding issue under Keeping Children Safe in Education (2025). Where bullying causes significant harm, or is reasonably likely to do so, it will be treated as a safeguarding concern and responded to in line with the school's Safeguarding and Child Protection Policy

This policy should also be applied in accordance with: our Staff Code of Conduct, Safeguarding and Child Protection Policy and Anti-bullying Policy. This policy should be read alongside the school's Online Safety Policy. All staff and pupils are expected to understand and follow safe practices in the use of technology, in line with statutory guidance on filtering, monitoring and online safety.

Copies of all policies and procedures can be accessed via the **All MAT Staff** area on Teams.

The Equality Duty requires us to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, and victimisation.
- Advance equality of opportunity.
- Foster good relations between people who share protected characteristics, such as age, gender, race and faith, and people who do not share them.

If you consider that any of our practices, policies or procedures may be indirectly discriminatory, you should report your concerns and the basis for them to your line manager, who will take appropriate action and ensure that you receive a written response in respect of the concerns that you have raised.

This policy does not form part of your contract of employment. We reserve the right to amend or withdraw this policy at any time.

We are responsible for ensuring the effective implementation of this policy. As part of equality monitoring, we will review and monitor the operation and impact of the policy on a regular basis and in accordance with the policy review date. As part of this monitoring and review this policy will be equality impact assessed.

Scope

This policy applies to employees, workers, agency workers, consultants, volunteers and pupils, whether during working hours or otherwise.

Rationale

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 message or the internet) and is often motivated by prejudice against particular groups, for example on the grounds of race, religion, gender, sexual orientation or because a child is adopted or has caring responsibilities.'

(Preventing and tackling bullying. Advice for Headteachers, staff and governing bodies. October 2014, DFE)

The Governors, Staff and Children of East Park Academy oppose bullying in all of its forms. By encouraging respect, politeness and consideration to others whatever their race, age, gender, disability, culture or religion, we aim to develop mutual respect and believe this can prevent bullying in our school.

Bullying is defined, in Preventing and tackling bullying, as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The main types of bullying are:

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist remarks, personal comments, spreading rumours)
- Emotional (being intentionally hostile, unfriendly)
- Racist (racist taunts, gestures)
- Cyber (all areas of internet, email, internet chat room, social media, mobile threats by text messaging and calls, misuse of technologies)

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. At East Park Academy pupils are actively encouraged to report bullying.

All school staff are to be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Aims & Principles

Bullying is wrong and damages individual children. We therefore do all we can to prevent it by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school, to provide a safe and secure environment where all can learn without anxiety and actively encourage all pupils to report incidents of bullying, including cyber bullying.

We aim to make all those connected with the school aware of our opposition to bullying and we make clear each's persons responsibilities with regard to eradication in our school.

This policy aims to produce a consistent response to any bullying incidents that may occur.

Child on child abuse

At East Park Academy, we recognise that bullying is a form of child-on-child abuse. All pupils have the right to feel safe and protected.

Child-on-child abuse can include bullying (including cyberbullying and prejudice-based bullying), physical abuse, sexual harassment, sexual violence, upskirting, initiation/hazing type violence and abusive or harmful online behaviour.

Where bullying causes significant harm, or is reasonably likely to do so, it will be treated as a safeguarding concern. In such cases, staff must follow the school's Safeguarding and Child Protection Policy and make a record on CPOMs. Safeguarding concerns will be reported immediately to the Designated Safeguarding Lead (DSL) or a deputy.

We are committed to ensuring that:

- All staff understand their role in preventing, identifying and responding to child-on-child abuse.
- All concerns are taken seriously and responded to consistently.
- Both the victim and the child responsible for the behaviour are supported appropriately, with any reasonable adjustments made for pupils with SEND.
- Parents and carers are informed where appropriate and involved in solutions.

Through our curriculum, pupil leadership opportunities and assemblies, we teach pupils about respectful relationships, consent, and standing up against all forms of abuse, in line with *Keeping Children Safe in Education (2025)*.

The Responsibilities of the Directors

The Directors supports the Head of School in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the Directors will not condone bullying at all in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Directors monitor the incidents of bullying that occur and reviews the effectiveness of the school policy regularly. The Director Advocates for East Park Academy require the Head of School to keep accurate records of all incidents of bullying and to report to the Directors on request about the effectiveness of school antibullying strategies.

A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the School Advocates to look into the matter. The Director Advocates responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the Director Advocates notifies the Head of School and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

The responsibilities of the Head of School

It is the responsibility of the Head of School to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to identify and to deal with incidents of bullying. The Head of School reports to the governing body about the effectiveness of the anti-bullying policy, on request.

The Head of School ensures that all pupils know that bullying is wrong and that it is unacceptable behaviour in this school. The Head of School draws the attention of pupils to this fact at suitable moments. For example, if an incident occurs, the Head of School may decide to use assembly as a forum in which to discuss with other pupils why this behaviour was wrong and why a pupil is being punished. The Head of School ensures that all staff, including lunchtime staff, receive sufficient training to be equipped to identify and deal with all incidents of bullying. The Head of School sets the school climate of mutual support and praise for success, so making bullying less likely. When pupils feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour. The Head of School will respond immediately to any concerns raised by parents/pupils. The Head of School will arrange a review meeting with parents within 2 days.

The responsibilities of the class teacher/support staff

All staff in our school take all forms of bullying seriously and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school.

If teachers witness an act of bullying, they do all they can to support the pupil who is being bullied. If a pupil is being bullied over a period of time, then, after consultation with the Head of School, the teacher informs the child's parents.

We keep an anti-bullying log on CPOMs where we record all incidents of bullying that occur on school site, near the school or on the pupil's way home or to school. If any adult witnesses an act of bullying, they should record the event in the log.

If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying and punishment for the pupil who has carried out the bullying. We spend time talking to the pupil who has bullied: we explain why the action of the pupil was wrong and we endeavour to support them to change their behaviour in future.

If a pupil is repeatedly involved in bullying other pupils, we inform the Head of School and the Special Educational Needs Co-ordinator. We then invite the pupil's parents into the school to discuss the situation.

Teachers routinely attend training which enables them to become equipped to identify and deal with incidents of bullying and behaviour management.

Teachers and other members of staff are particularly aware of the recent increasing opportunities for 'cyberbullying' through text messaging on mobile phones or on social networking sites on the Internet. The school takes steps to make parents and carers aware of the dangers of unsupervised use of mobiles phones or the Internet and to educate pupils about the proper use of modern technologies.

Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all pupils, we aim to prevent incidents of bullying. They use the curriculum to help pupils understand and empathise with the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour. PHSE lessons are used to praise, reward and celebrate the success of all pupils and thus to help create a positive atmosphere.

The responsibilities of parents and carers

Parents and carers who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the outcome of this, they should contact the Year Group Leader/Phase Leader. If they remain concerned that their worries have not been taken seriously or acted upon appropriately, they should follow the school's Complaints Procedure, as detailed on the school's website.

Parents and carers should be aware of the increasing dangers of 'cyber bullying' through the sending of text messages to mobile phones or the posting of personal information or views

on social networking sites and should exercise due parental responsibility in supervising their children's use of phones and the Internet.

Parents and carers have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

The responsibilities of pupils

Pupils at East Park Academy are expected to:

- Respect others – Treat everyone with kindness, politeness and consideration, following the school rules.
- Report concerns – Tell a trusted adult (teacher, lunchtime staff, parent or pupil leader) if they are being bullied or if they see bullying happening to someone else.
- Support peers – Offer friendship and support to children who are being bullied and never join in with bullying behaviour.
- Be honest – If involved in bullying, pupils must take responsibility for their actions and work with staff in a restorative way to put things right.
- Use technology safely – Follow the school's Online Safety rules, never use mobile phones or the internet to upset or exclude others and report online bullying immediately.
- Promote inclusion – Celebrate differences, stand up against discriminatory language or behaviour and help to create a school environment where everyone feels they belong.
- Take part in pupil voice – Contribute to anti-bullying initiatives (e.g. pupil leaders, assemblies, PSHE work) and help make the school a safe and welcoming place.

Our East Park 8 leaders help to promote a positive culture in school through promoting our values including kindness.

Strategies for dealing with bullying

All pupils will be encouraged to report incidents of bullying to a member of staff straight away. There will be a yearly distribution of the School Rules to all staff, pupils and parents. Work on bullying will be included in pupils' work across the school year. Assembly themes will cover bullying across the school year.

Strategies for dealing with bullying will ensure:

- Suspected bullying will never be ignored.
- Assumptions about an incident will not be made.
- All accounts will be listened to carefully – several pupils saying the same thing does not mean they are correct.
- A solution focused approach will be adopted, which moves people on from justifying themselves.

- Repeated follow up, to ensure the bullying has not resumed.

Minor disagreements are dealt with using the strategies outlined in the Behaviour Policy. Actual acts of bullying can be dealt with using a range of strategies

- Class teachers support a positive ethos in the classroom. Through praising and celebrating success we aim to prevent incidents of bullying.
- Staff establish the facts. This involves a meeting with all the pupils involved.
- Class teachers should speak to a member of the SLT to gain support and advice in order to resolve the situation.
- A solution-focused approach is taken by the SLT with the victim, bully and any bystanders. Restorative justice is always pursued.
- Support is provided for the victim and the bully.
- If a child is repeatedly involved in bullying other children, the Head of School are informed and the pupil's parents are invited into school for a meeting.
- In more severe cases, the Head of School may contact external support agencies.
- As a last resort the pupil will be excluded in accordance with the DfE guidelines.
- All suspensions and exclusions will be carried out in line with the statutory guidance 'Suspension and Permanent Exclusion from maintained schools, academies and pupil referral units in England (2023)', ensuring decisions are lawful, reasonable and fair.

Playtime/Lunchtime strategies

Lunchtime & Playtime Strategies to Prevent Bullying

1. Visible Supervision

- Staff on duty positioned strategically around the playground rather than standing together.
- Monitoring of hotspots (toilets, cloakrooms) with staff presence.
- Adults circulating, engaging positively with pupils and spotting early signs of conflict.
- High-visibility vests for lunchtime supervisors so pupils know who to go to.

2. Clear Routines and Boundaries

- Structured lining up and transition routines.
- Zones in the playground (active games, quiet area, football pitch, creative play) with clear rules for each.
- Rotas for use of popular equipment (football, basketball, pirate ship) to avoid disputes.

3. Positive Play Opportunities

- Playground equipment (skipping ropes, hula hoops, beanbags, giant board games).
- Trained Play Leaders / Buddies from KS2 to model games and include others.

4. Staff Training & Consistency

- Training midday supervisors in restorative conversations and conflict resolution.

- Clear behaviour policy guidance so lunchtime staff know when to intervene and when to escalate.
- Use of a lunchtime behaviour log to track patterns and share with class teachers/SLT.

5. Positive Reinforcement

- Rewards for kind and inclusive play – house points and stickers.
- Recognition in assemblies for pupils who demonstrate East Park values during play – Star of the Week.

Equality

All pupils will be treated equally and fairly throughout the implementation of this policy. The Head of School will monitor incident logs and ensure that any apparent inequality of incidents is entirely attributed to the behaviours of those pupils.

Where pupils with SEND are either the victims or perpetrators of bullying, staff will make reasonable adjustments to ensure appropriate support and intervention, in line with the Equality Act 2010 and the school's SEND Policy.

Training

Whole staff and individual training needs will be identified through East Park Academy self-evaluation process and staff appraisal.

Monitoring

This policy will be reviewed annually by staff and Director Advocates. The Directors may however review the policy earlier than this if Government introduce new regulations or if the Directors receive recommendations about how the policy may be improved.

Breach of Policy

Any breaches of this Policy will be managed under the Trust's Disciplinary Policy and Procedure, which can be located in the **All MAT Staff** area on Teams.