



**Bridgelea Pupil Referral Unit
Bridgelea Road
Withington
Manchester
M20 3FB**

Anti Bullying Policy

Implemented	February 2021
Presented by	Rebecca Squires
Review Date	February 2024

Bridgelea Primary School Vision & Mission Statement

Vision "Understanding People"

Mission Statement

"We work with people to build aspirations, connect, challenge, change and grow. We are an outstanding school and a proud founding member of the City of Manchester Learning Partnership."

- We value **SUCCESS**. Children achieve academic as well as social and emotional growth.
- We value **SAFETY**. We care for each other and keep each other safe.
- We value **CO-OPERATION**. As a school we will endeavour to co-operate with the community to inspire and empower every individual.
- We value **COMMUNICATION**. We believe that all behaviour is communication.
- We value **DEVELOPMENT**. Learning is understood developmentally.
- We value **WELLBEING**. We have a holistic approach to wellbeing across the school.
- We value **DIVERSITY**. We celebrate each other as unique individuals with rights that we respect.

UN Rights of the Child

The Anti bullying policy specifically links with the following articles-

- Article 15- We have the right to choose our own friends as long as we are not harming others.
- Article 17- We have the right to get information that is important to our well-being.
- Article 14 –We have the right to think and believe what we want as long as we are not stopping others from enjoying their rights.
- Article 23- We have the right to special care if we have a disability.
- Article 30 - We have the right to expect respect for our diverse cultures.

The Six Principles Of Nurture

The nurturing approach offers a range of opportunities for children and young people to engage with missing early nurturing experiences, giving them the social and emotional skills to do well at school and with peers, develop their resilience and their capacity to deal more confidently with the trials and tribulations of life, for life.

1. Children's learning is understood developmentally
2. The classroom offers a safe base
3. The importance of nurture for the development of wellbeing
4. Language is a vital means of communication
5. All behaviour is communication
6. The importance of transition in children's lives

Rationale

Everyone has the right to feel happy and safe at school and therefore bullying is unacceptable.

Pupils who feel they are being bullied will be supported.

Pupils who bully others will also be supported to understand the impact of their actions.

We understand that **the role of the by-stander** is key to tackling bullying.

Development

The policy was renewed and re-developed in consultation with the whole staff team, the parents and the children of Bridgelea in Autumn 2020. A parent and child survey have informed this policy also. There is a child and parent easy read guide to this policy.

What is bullying?

Several Times. On Purpose.

Bullying is intentional (not an accident), a bully hurts someone on purpose.

Bullying is repetitive.

This means that the bully hurts someone over and over again, it isn't an incident that happens only once.

There may be one bully or a group of bullies. One person may **be** bullied or a group of people.

What are the different types of bullying?

Verbal Bullying: name calling, use of threatening or provocative language, making offensive remarks.

Psychological Bullying: excluding an individual from group play, refusing to talk to someone, spreading rumours about someone.

Physical Bullying: hitting, kicking, grabbing an individual, taking or hiding another's property.

Cyber Bullying: using the Internet or mobile phones to send hurtful or threatening messages.

Discrimination: Some types of bullying can be against a group to which people may belong, for example, racial comments, bullying because of a person's religious beliefs, gender, homophobic and sexualised bullying or bullying because of people that have special educational needs or disabilities.

How do we prevent bullying?

Our school Relationships Policy helps to promote positive behaviour in school to create an environment where everyone behaves well and supports each other. We are a Rights Respecting School and we value the rights of other

During PHSE and circle time children will learn about the consequences of bullying and what to do if they experience **or see** bullying taking place.

We cover bullying in our relationships curriculum, but also throughout the year through Anti-bullying Week and Rights Respecting Assemblies.

Posters on the school notice boards and classrooms remind children that bullying is not acceptable, and tell them what to do if they are being bullied or are a by-stander.

We have a focus on teaching self-awareness and social skills, and plan appropriately to build friendship skills.

What happens when someone is being bullied?

Children who are being bullied or see bullying happening should tell their teacher or an adult that they trust.

Members of staff should record bullying incidents through the CPOMs system and detail information about any bullying and this will be investigated and dealt with through our school Graduated Response.

Racial bullying should be reported via CPOMs and appropriate action and Local Authority reporting mechanisms actioned.

What support will be given if bullying happens within school?

Support will be given to children who are bullied.

They will be reassured that they do not deserve to be bullied and that it's not their fault. They will be encouraged to talk about their feelings and they will be involved in making choices about how to resolve the matter. They will be asked to tell someone if any bullying happens again and we will involve their friends for support.

Support for bullies and bystanders.

We will talk to the child (or children) involved in the bullying separately and listen to their version of what happened. We will talk to anyone else that saw the bullying. We will remind the child (or children) that bullying is not acceptable and expect bullying to stop. We will contact the child's parents/carer's. We will monitor that the bullying has not reoccurred. We will offer support to the bully to change their behaviour through retreat interventions, whole class approached and where appropriate, targeted work on social skills.

We have a duty of care to:

Act in a respectful and supportive way towards one another.

Tell someone if they are being bullied or have seen someone being bullied.

Support each other and ask for help to make sure that everyone feels safe, and nobody feels left out.

Speak out about bullying.

What if bullying happens outside the school gates?

We expect pupils to behave kindly outside of school and to not engage in bullying activities.

Where a child or parent tells us about bullying that has happened outside of school, the school will talk to the children about how to avoid bullying outside of school and will monitor behaviour in school to make sure that the bullying does not continue in school. Sign-posting to other agencies may be offered depending upon the type of bullying.

Key links to other policies-

Safeguarding.
E-Safety and acceptable internet use.

Actions to be undertaken to continue the anti-bullying approach-

Anti bullying week and curriculum focus on a spiral as specified in subject over-views.
ABA accreditation work as directed by the SLT.
Annual parent and child survey and response to these key issues.
Half termly analysis of bullying incidents and support via the graduated response.