



Ingleby Manor Free School & Sixth Form Anti Bullying Policy

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Review date:	21 st November 2018

This document encompasses the Ethos of the School by empowering children to be supportive in their community. The “Group Support and Restorative Justice” approach underpins this document. (See Appendix A)

1. The Policy

Bullying will be taken seriously and will be addressed at Ingleby Manor School & Sixth Form (Ingleby Manor).

A safe and secure environment is essential for effective learning and every student has a right to a positive school experience.

2. What is Bullying?

Bullying is any action or behaviour designed to intimidate, humiliate or abuse another person **over a period of time**.

3. The Effects of Bullying

3.1. For Victims

Bullying behaviour can be demeaning, frightening, emotionally and psychologically harming. A student being bullied may be unable to learn effectively. Being bullied can result in fear, depression and feelings of worthlessness, despair and anger. It may also cause confusion leading to self blame and guilt. These may manifest themselves in poor concentration, declining academic performance, withdrawal, low self esteem, isolation, truancy, physical illness and even self harm.

Ingleby Manor has a pro-active policy which focuses on early intervention, referral system and support for identified students.

3.2. For the Bully

Bullies can also suffer in the long term. If they are not helped they may persist with bullying in their adulthood. Tackling bullies simply with punitive measures can reinforce their behaviour/attitude "Nobody is born a bully".

Ingleby Manor aims to support students who exhibit bullying behaviour by addressing their behaviour. Sometimes Bullies do not know that they are bullies. A more consistent and effective approach through education and support is required. Above all, it is the constant reinforcement of positive behaviours which will enable students to realise how they can harm an individual but can also change and support one another from the opportunities that they will be given.

Students who are involved in any intimidating, humiliating or abusive behaviour will follow the School Discipline system. Students who assault individuals will be excluded as part of the School Discipline system. It is an immediate exclusion with support in place on return.

4. How and when does Bullying happen?

- Any time – but over a period of time
- Anywhere

Bullying can take the form of:

- name calling
- making fun of others in a nasty way □ stealing or damaging other's belongings
- Intimidation, frightening or forcing others into doing things that they do not want to do
- hitting, punching etc. or threatening to do so
- ostracism
- racism - homophobia - extremism

5. What Ingleby Manor Seeks to do?

To create a positive climate in which children care for each other and will, themselves, report incidents of bullying.

Strategies to achieve this include:

- early intervention by all staff as they go about their business in school.
- parent partnership to support students
- awareness raising in SMSC lessons and assemblies
- use of friendship groups
- use of mediation
- use of restorative practise
- monitoring of bullying incidents through referrals
- use of therapy/mentoring

Ingleby Manor will address the issue of bullying up front:

- in Assemblies
- in SMSC programme
- having posters and leaflets displayed around school
- outside agency "performance" presentations specialising in Bullying
- early intervention on all reported cases
- de-escalation strategies for cases needing immediate action or because students have been put in "threatening" situations