



INTRODUCTION

Bullying is behaviour where power is exerted and causes hurt to others. It is likely to be deliberate and to happen more than once.

Manor Community College promotes a culture where bullying is not acceptable. We are committed to establishing a caring, learning community where all members are valued and everyone has a responsibility to promote respect, openness, honesty and understanding. This policy links to Education and Cultural services "Safe Environment at School" policy.

Manor Community College will:

- Acknowledge that bullying happens
- Guarantee that reports of bullying incidents will be:
 - taken seriously
 - investigated fully
 - dealt with appropriately and feedback given to all involved
- Work together to develop a local policy/strategy that is consistent with the Council vision and national best practice and is accepted by the whole community
- Describe how people who have been involved in bullying will be supported
- Display a welcoming and inclusive ethos which reflects the 4 capacities identified in a curriculum for excellence; namely Responsible Citizens, Effective Contributors, Confident Individuals, Successful Learners

Desired Outcomes:

- All relationships are respectful whatever the gender, religion or belief, age, sexual orientation, ability, race or social status of the individual
- Playground supervisors are appropriately trained to recognise, prevent and address bullying
- Digital technology is used responsibly and not as a tool to hurt others
- Every effort is made to protect vulnerable individuals
- There is a shared understanding in the community of what bullying is and the detrimental long-term effect it can have on health and wellbeing
- All members of the community are responsible for tackling bullying
- An anti-bullying policy/strategy is developed and implemented and subject to regular review
- Pupils know what to do when they or their friends are bullied
- Pupils express that they feel safe and are taught effective and appropriate strategies to deal with bullying
- Members of staff express that that they feel safe and are able to teach in a positive and respectful climate
- All members of the community are clear that bullying is not acceptable no matter what form it takes
- Staff and pupils feel confident in responding to bullying
- Appropriate joint training for staff, pupils and parents is delivered and is ongoing
- Parents recognise their role in working together with the school to resolve bullying issues
- Schools adopt a wide range of strategies as appropriate to prevent and address bullying incidents.
- Everyone has access to a complaints procedure in the event of dissatisfaction with the manner in which the report of bullying has been handled

Common Types of Bullying:

Emotional	Being unfriendly, excluding, tormenting (for example, hiding books, threatening gestures)
Physical	Pushing, kicking, hitting, punching or any use of violence
Racial	Racial taunts, graffiti, gestures, deliberate physical attacks. It can be identified by the fact that victims are singled out because of colour, the way they talk, ethnic grouping or religious or cultural practices.
Sexual	Unwanted physical contact or sexually abusive comments
Homophobic	Because of, or focusing on the issue of sexuality. It can be a particular problem for teenagers who are confused or unsure about their own developing sexuality.
Verbal	Name-calling, sarcasm, spreading rumours, teasing