

Christ Church C of E (VA) Primary School and Nursery



Anti-bullying Policy

March 2024

Introduction

Love is patient, love is kind. It does not envy, it does not boast, it is not proud. It does not dishonour others, it is not self-seeking, it is not easily angered, it keeps no record of wrongs. Love does not delight in evil but rejoices with the truth. It always protects, always trusts, always hopes, and always perseveres.

1 Corinthians 13:4-7, 13

At Christ Church we endeavour to create a safe and stimulating environment where everyone knows that they are valued. A person has the right to be treated with respect and has the responsibility to treat others in the same way.

Children are given the confidence and strategies to speak up and tell of any bullying experiences, knowing that positive action will be taken.

1. Aims and objectives

- To ensure a secure and happy environment, free from threat, harassment or any type of bullying behaviour.
- To create an environment where all are treated with dignity and respect, and where all members of the school community understand that bullying is not acceptable.
- To ensure a consistent approach to preventing, challenging and responding to incidents of bullying that occur.
- To inform pupils and parents of the school's expectations and to foster a productive partnership which helps maintain a bullying-free environment.
- To outline our commitment to continuously improving our approach to tackling bullying by regularly monitoring and reviewing the impact of our preventative measures.

2. Links with other school policies and practices

The policy links with several school policies and practices including:

- Behaviour Policy
- Complaints Policy
- Child Protection Policy
- Online Safety Policy
- Code of Conduct for Parents, Carers and Visitors

3. What is bullying?

Bullying is a hurtful, unkind or threatening behaviour which is deliberate and repeated. Bullying can be carried out by an individual or group of people towards another individual or group, where the bully or bullies hold more power than those being bullied. If bullying is allowed it harms the perpetrator, the target and the whole school community and its secure and happy environment.

4. The Nature of Bullying

Bullying is considered to be:

- Physical: hitting, kicking, pushing or inappropriate/unwanted physical contact
- Verbal: name calling, insulting, making offensive remarks, ridicule
- Cyber: messaging, social media, email
- Emotional/indirect/segregation: excluding someone, spreading rumours
- Visual/written: graffiti, gestures, wearing racist insignia
- Damage to personal property
- Threat with a weapon
- Theft or extortion
- Persistent bullying

Bullying can be based on any of the following things:

- Race (racist bullying)
- Sexual orientation (homophobic or biphobic)
- Special Educational Needs or Disability (SEND)
- Culture or class
- Gender identity (transphobic)
- Gender (sexist bullying)
- Appearance or health conditions
- Religion or belief
- Related to another vulnerable group of people

5. Reporting bullying – roles and responsibilities

- All staff has a duty to report bullying, be vigilant to signs of bullying and play an active role in the school's efforts to prevent bullying.
- The Senior Leadership Team has overall responsibility for ensuring that the Anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and wellbeing of all pupils.
- Parents/Carers have a responsibility to look out for signs of bullying and report it to their child's teacher as well as working in partnership with the school to support their children.
- Pupils must not take part in any kind of bullying and should watch out for sign of bullying among their peers. Pupils should never be bystanders to incidents of bullying; they should offer support to the victim and encourage them to report it.

6. Responding to bullying

If bullying is suspected or reported, the incident will be dealt with immediately and the following actions will be taken:

The school will take the following steps when dealing with concerns about bullying:

- If bullying including cyberbullying is suspected or reported, it will be dealt with immediately by the member of staff who has been made aware of it.
- A clear account of the concern will be recorded in CPOMS. The Head Teacher/DSP will be informed.
- The Head Teacher or member of the Senior Leadership Team will interview everyone involved and keep a detailed record (Initial investigation into hurtful incident or allegation of bullying sheet, uploaded on CPOMS).
- Class Teachers will be kept informed.
- Parents and other relevant adults will be kept informed.
- Where bullying occurs outside school, this includes either near the school or on the children's way home or to school, any other relevant schools or agencies will be informed about the concerns and any action taken.
- Consequences and sanctions will be used as appropriate and in consultation with all parties involved (See Behaviour Policy).
- The Head Teacher will monitor any incidents of alleged bullying or bullying recorded on CPOMS. Termly reports will be presented to the governing body.

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.
- Providing reassurance that the bullying will be addressed.
- Offering continued support.
- Restoring self-esteem and confidence.
- The use of specialist interventions and/or referrals to other agencies where appropriate.

Pupils who have bullied will be helped by:

- Discussing what has happened.
- Discovering why the pupil became involved.
- Establishing the wrong doing and need to change.
- Informing parents to help change the attitude of the pupil.
- The use of specialist interventions and/or referrals to other agencies where appropriate.

The following disciplinary steps can be taken:

- Official warnings to stop the bullying
- Loss of playtime and lunch time play for protective reasons
- Internal exclusion (working in a different classroom/room)
- Fixed term suspension if bullying continues despite the support given
- Permanent exclusion (only due to serious safety issues)

7. Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during school holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils' wellbeing beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities outlined in this policy.

8. Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored. Follow up actions or sanctions will be taken for pupils, staff, parents, carers and visitors found using any such language. Staff are also encouraged to record the casual use of derogatory language, using informal mechanisms such as a classroom log.

9. Prejudice based incidents

A prejudice based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, belief or views towards an individual or group of people and have a significant impact on those targeted. All prejudice based incidents are taken seriously and recorded and monitored in school, with the Head Teacher regularly reporting such incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but it also helps to prevent bullying as it enables anti-bullying interventions.

10. School strategies to prevent and tackle bullying

Christ Church community recognises that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing. By effectively preventing and tackling bullying our school can help to create a safe and disciplines environment, where pupils are able to learn and fulfil their potential.

At Christ Church School, we use a range of measures to prevent and tackle bullying:

- Our Christian ethos is at the heart of everything we do and ensures that all members of the school community are revered and respected as members of a community where all are known and loved by God.
- We use a pupil-friendly anti-bullying leaflet to ensure that all pupils know how to report bullying and how to get help.
- The PSHE programme (Jigsaw) includes opportunities for pupils to understand about types of bullying and what they can do to respond and prevent bullying. It also includes opportunities for pupils to value themselves, value others and appreciate and respect difference.

- Collective Worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying.
- Through a variety of planned activities and time across the curriculum, pupils are given the opportunity to gain self-confidence and develop strategies to speak for themselves and express their own thought and opinions.
- Stereotypes are challenged by staff across the school.
- House Captains, Prefects, Buddies, Play Leaders offer support to all pupils.
- Restorative Justice and Protective Behaviours strategies provide support to targets of bullying and those who show bullying behaviour.
- Pupils are continuously involved in developing anti-bullying initiatives.
- Working with parents and carers to tackle bullying where appropriate.
- We support staff to promote positive relationships to help prevent bullying.

11. Training

The Head Teacher is responsible for ensuring that all school staff receives regular training on all aspects of anti-bullying policy.

12. Monitoring the policy

The Head Teacher is responsible for monitoring the policy on a day-to-day basis. The Head Teacher is also responsible for monitoring and analysing the recorded data on bullying. Any trends should be noted and reported.

13. Evaluating and reviewing

The Head Teacher is responsible for reporting to the governing body on how the policy is being enforced and upheld, via the termly report. The governors are responsible for evaluating the effectiveness of the policy via the termly reports and by in-school monitoring such as learning walks and focus groups with pupils. The policy is reviewed every twelve months, in consultation with the whole school community.

Signed:

Signed:

Head Teacher:

Chair of Governors: