



CHRIST CHURCH C E PRIMARY SCHOOL

ANTI – BULLYING POLICY

Vison

"As God loves us all, our vision at Christ Church is for everyone in our family to feel equal, valued and prepared for life in modern British society. While walking humbly with our God, our children will become wise, compassionate, independent and resilient learners in an inclusive and safe environment. We strive for success, spiritual fulfilment and a life lived 'in all its fullness'. Believe and Achieve!"

Book of Micah: Verse 6:8

What does the Lord require of you? To act justly, to love mercy and to walk humbly with your God.

Mission:

Serving God's Community

In developing a greater understanding of Christian and other faiths within the community, we seek to develop the personality and potential of all, and to understand that we are created equally by God.

We are committed to providing an outstanding education to prepare our children for adult life in modern Britain in our locality by living in harmony before God.

By developing the social, moral and cultural and spiritual dimensions of pupils the school seeks to equip them to make a positive contribution to the community.

In finding time to be still and reflect, we seek to foster spirituality and a deeper relationship with God.

Bullying of any kind, is unacceptable in our school. We continuously strive to maintain our anti-bullying ethos in which relationships are based on mutual respect, trust, caring and consideration for others. Our aim is to marginalise bullying. If bullying does occur, all pupils should feel empowered to tell and feel secure in the knowledge that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell an adult.

What is Bullying?

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 messages or the internet, racist via gestures and racial taunts or physical, through any use of violence). It is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

Bullying can be:

- Emotional – being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures, 'dirty' looks)

- Physical – pushing, kicking, hitting, punching or any use of violence
- Racist – racial taunts, graffiti, gestures
- Sexual – unwanted physical contact or sexually abusive comments
- Homophobic/transgender – because of, or focusing on the issue of sexuality
- Verbal – name calling, sarcasm, spreading rumours, teasing

Cyber-Bullying

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyberbullying is a different form of bullying which can happen twenty four hours a day with a potentially bigger audience and more accessibility as people forward on content at a click. Cyber-bullying is dealt with in the same way as other types of bullying at Christ Church School (see procedures for dealing with bullying below).

Children should be taught that it is not acceptable to be a bystander and that everyone else has a responsibility to report incidents of bullying. At Christ Church School we recognise the need not only to respond to and manage incidents of bullying effectively, but to actively seek to prevent the occurrence of all types of bullying.

Objectives of this policy

- All governors, teachers and support staff, pupils and parents have a shared understanding of what constitutes bullying.
- All governors, teaching and support staff know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. All school staff should be aware of these possible signs and that they should investigate if a child:

- Is frightened of walking to and from school
- Is unwilling to go out at break or lunch time
- Is unhappy about coming to school
- Changes their usual routine
- Becomes withdrawn, anxious, or lacking in confidence
- Begins to do poorly at school
- Has possessions 'go missing'
- Has dinner or other monies constantly 'lost'
- Has unexplained cuts and bruises
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Is frightened to say what is wrong
- Is reluctant to use their mobile phone or computer all of a sudden
- Gives improbable excuses for any of the above

Research undertaken by the DFE indicates that children are more likely to tell a family member that they are being bullied than tell their teacher. At Christ Church School we encourage parents to report incidents of bullying immediately so that appropriate action can be taken. Parents may also report that their child:

- Cry themselves to sleep or have nightmares
- Feels ill in the morning
- Comes home with clothes torn or possessions damaged
- Asks for money or starts stealing money
- Stops eating

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures:

Class Teacher

If bullying is suspected or has been reported, in line with the school behaviour policy, class teachers will:

1. Investigate carefully to establish whether bullying has occurred
2. Record all identified cases of bullying and pass to either the BECO, Deputy Head Teacher (DHT) or the Head Teacher (HT) to be held in the central record file in the Head Teacher's office
3. Pass all serious or repeated cases of bullying directly to the DHT or HT
4. Pass all cases of bullying involving children from other classes or year groups directly to the DHT or HT
5. Offer support to the victim
6. Involve the parents of both the victim and the perpetrator as soon as possible
7. Undertake to support and guide the perpetrator/s of bullying in an attempt to change their behaviour
8. Undertake, in line with Birmingham LA guidance, to follow up the incident to check that bullying has not re-occurred.

Head Teacher and Deputy Head Teacher

If bullying is suspected or has been reported, in line with the school behaviour policy, DHT and the HT will:

1. Have knowledge of and be involved in all cases of serious or persistent bullying
2. Regularly monitor the centrally held file of recorded incidents of bullying
3. Ensure that, in line with Birmingham LA requirements, all incidents of racial or homophobic bullying are also reported to the Governing Body and the LA
4. Undertake, alongside the class teacher, to support and guide the perpetrator/s of bullying in an attempt to change their behaviour
5. In severe cases or when bullying has been persistent, consider strong sanctions such as fixed-term or permanent exclusion or the involvement of the police (HT).

Teaching Assistants

Teaching Assistants will report any suspected incidents of bullying to the class teacher for investigation. Parents with any concerns or information about bullying will be directed to the class teacher.

Lunchtime Supervisors will:

1. Take all suspected or reported incidents of bullying seriously
2. Gather information regarding the incident and ensure that the suspected victim is safe, usually by placing them under the direct supervision by the Senior Lunchtime Supervisor for the duration of the lunchtime
3. Undertake to inform the victim's class teacher so that appropriate action can be taken
4. In serious cases, inform the BECO, DHT or the HT as soon as possible

Challenging and Combating Bullying

At Christ Church School, we endeavour to reduce to a minimum, the incidences of bullying by:

(PUPILS)

- teaching pupils to recognise what does, and what does not, constitute 'bullying' ensuring all children know what the school policy is on bullying and what to do if bullying occurs
- incorporating the teaching of anti-bullying strategies into regular classroom activities such as Circle Time and PATHS
- full integration of the PSHE and Citizenship Framework into our curriculum
- using assemblies to reinforce school policy and the School Diamond Rules
- all children trained to support peers to resolve differences and avoid conflict
- consulting with children about incidents of bullying, i.e. type, frequency, location etc
- Use programmes in school to tackle issues of bullying such as PATHS
- Have a worry box in every class for children to post any concerns.

(STAFF)

- implement consequences (sanctions). The effects of bullying reflect the seriousness of the incident so that others see that bullying is unacceptable openly discuss differences between people that could motivate bullying, such as religion, ethnicity, disability, gender or sexuality. Also children with different family situations, such as looked after children or those with caring responsibilities. We will also teach children that using any prejudice based language is unacceptable
- use specific organisations or resources and mentoring support to help with particular problems.
- We will draw on the experience and expertise of anti-bullying organisations with a proven track record and / or specialised expertise in dealing with certain forms of bullying when required
- provide effective staff training. We will regularly evaluate and update policies, taking into account constant developments in technology –acceptable use policies for computers. Anti-bullying policies are most effective when all school staff understand the principles and purpose of the school's policy, its legal responsibilities regarding bullying, how to resolve problems, and where to seek support. We will invest in specialised support to help staff understand the needs of their pupils.

- work with the wider community such as the police and children’s services where bullying is particularly serious or persistent and where a criminal offence may have been committed. We will also work with other agencies and the wider community to tackle bullying that is happening outside school
- make it easy for pupils to report bullying so that they are assured that they will be listened to and incidents acted on. Pupils should feel that they can report bullying which may have occurred outside school including cyber bullying
- Ensure worry boxes are checked daily so issues can be dealt with promptly
- create an inclusive environment. We will create a safe environment where pupils can openly discuss the cause of their bullying, without fear of further bullying or discrimination
- celebrate success. Celebrating success is an important way of creating a positive school ethos around the issue
- Use programmes in school to tackle issues of bullying such as PATHS
- Complete a Record of Concern for any issues raised relating to bullying

(PARENTS)

- consulting with parents to develop a shared understanding of the issues related to bullying, in particular in relation to new technology
- creating opportunities for parents to attend workshops and meetings
- providing parents with regular and up-to-date information regarding
- school policy and procedures
- responding promptly, in line with school policy, to any parental concerns

MONITORING

- The DHT/BECO will regular monitor the centrally held file of recorded incidents of bullying
- A termly report will be presented to the governing body with an analysis of gender, ethnicity, age, free school meals and SEND.

This policy should be read in conjunction with other school policies:

- Behaviour Policy
- Inclusion Policy
- E Safety Policy
- PSHE Policy
- PATHS Programme
- Valuing All God’s Children
- Public Equality Duty

Policy created by D. Westwood (DHT)

Date: December 2011

Updated : November 2013

Approved by The Governing Body: December 2013

Reviewed : November 2015

Updated December 2018

Updated: November 2019 T. Collins-Bullock

Reviewed December 2020