

Anti- Bullying Policy

Aims and objectives

- To provide a caring and secure environment for all of our school family.
- To make everyone feel welcome, safe and happy.
- To treat everyone with the same consideration
- To recognise bullying, act quickly and effectively to deal with it and record it accurately.

Definition of bullying

Bullying is distinct from conflict which is part of everyday life. It is not:

- A one-off fight or argument
- An argument with a friend
- Falling out with friends

Bullying is behaviour which *deliberately* makes another person feel uncomfortable, distressed or threatened and is *repeated* over time. It can also be a one-off incident towards a number of different children. It can make those being bullied feel powerless to defend themselves.

We use the acronym STOP (Several Times On Purpose) (Start Telling Other People) to help our school community understand and identify when a situation can be described as bullying.

There is a zero tolerance towards any type of bullying at Christ Church CE Primary School.

Types of bullying

- Emotional – e.g. being unfriendly, excluding, tormenting, threatening behaviour
- Verbal – e.g. name calling, sarcasm, spreading rumours, teasing
- Physical – e.g. pushing, kicking, hitting, punching or any use of violence
- Cyber – e.g. bullying that takes place online or through your mobile phone
- Racist – e.g. racial taunts, graffiti, gestures
- Sexual – e.g. unwanted physical contact, sexually abusive comments
- Homophobic – e.g. because of or focussing on the issue of sexuality
- Prejudice-based bullying is any type of direct physical or verbal bullying, indirect bullying or cyberbullying based on protected characteristics such as:
 - age
 - disability
 - gender reassignment

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- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

Preventing bullying

Our whole school family has a responsibility to foster a clear understanding of what bullying is and that it is not acceptable in any form. At Christ Church we do this by:

- developing and reviewing an effective anti-bullying policy and practice
- building positive relationships so that all children feel safe to share any concerns with an adult in school
- use our school behaviour framework consistently to focus on keeping children safe and address behaviour concerns in conjunction with the school Promises.
- providing regular staff development work
- planning in regular work, through the collective worship curriculum, which develops empathy and emotional intelligence
- planning in regular assemblies which focuses on the theme of anti-bullying
- annually marking national anti-bullying week
- planning in regular work on E-Safety through the curriculum and assemblies.
- working with the school council and value ambassadors to promote positive behaviours throughout school.
- providing opportunities for the children to work on the school's core values.
- teaching pupils through our PSHE/RHE curriculum what bullying is and how to deal with it.

Responsibilities of all stakeholders

It is important to respond promptly and effectively to reported incidents of bullying. No-one deserves to be a victim of bullying, and everybody has the right to feel happy and safe in school.

Our staff will:

- Develop our pupil's self-esteem, self-respect and respect for others
- Demonstrate by example, the high standards of personal and social behaviour we expect of our pupils.

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- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to a DSL (Mrs Howard/Mrs Johnson) promptly
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- Involve parents to discuss concerns if a child may be experiencing bullying.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.
- Develop good citizenship at Christ Church through class worship sessions, assemblies, PHSE/RHE and positive reinforcement of the school promises.
- Remind the children what they should do - STOP (Start Telling Other People) if they or someone they know is being bullied.
- Reinforce that we are a telling school – this means that anyone who knows that bullying is happening is expected to tell the staff.
- Having in place a detailed procedure for dealing with reported incidents of bullying (See Appendix B).
- Recording incidents of bullying, actions and outcomes in the appropriate way (Appendix C and attach to CPOMS).

Monitoring and Review

It is the responsibility of the Head Teacher to monitor the day-to-day implementation of this policy. If incidents of bullying occur, details will be reported to the Local Academy Partners in the Head Teacher's termly report. It will be reviewed on a bi-annual basis by the LAC.

Other related policies which may be useful to refer to when dealing with incidents of bullying: E-safety Policy, Whistle Blowing policy, safeguarding policy and General Complaints Procedure.

Policy updated: September 2021

Review: September 2022 complete

September 2023

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Appendix A: Spotting bullying through possible changes in behaviour –

- Is frightened of walking to / from school
- Changes route to school – asks to be driven instead of walking
- Changes to their usual routine
- Is unwilling to come to school
- Begins to truant
- Becomes withdrawn, anxious or lacking in confidence
- Becomes aggressive, abusive, disruptive or unreasonable
- Starts stammering
- Threatens or attempts suicide
- Threatens or attempts self-harm
- Threatens or attempts to run away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Performance in schoolwork begins to drop
- Comes home with clothes torn, property damaged or “missing”
- Asks for money or starts stealing money
- Has dinner or other monies continually “lost”
- Has unexplained cuts or bruises
- Goes home “starving”
- Bullying others
- Changes in eating habits
- Is frightened to say what is wrong
- Afraid to use the internet or mobile phone
- Nervous or jumpy when a cyber message is received
- Gives improbable excuses for their behaviour
- General change in behaviour
- Teary
- Don’t want to play outside at playtime

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Appendix B: Procedure for dealing with reported incidents of bullying

1. Initially, any incidents of bullying should be reported to the child's class teacher
2. The child (who is being bullied) will meet with the class teacher who will record the alleged incidents.
3. The class teacher will meet with the child (accused of bullying) and discuss the incidents and record their response.
4. Talk to all pupils involved if appropriate including bystanders/witnesses or colluders who joined in but did not initiate the bullying.
5. If appropriate and at the teacher's discretion, both children will meet jointly with the class teacher to discuss possible ways forward. The class teacher will use the restorative justice approach to reconcile the relationship and ensure the 'victim' feels happy with the outcome.
6. Details of the alleged incidents and discussions are recorded on the form (Appendix C) and a brief record is added to CPOMS and Appendix C is typed up, scanned and attached to this record.
7. Parents of both parties will be informed by the class teacher.
8. The situation will be reviewed by the class teacher after a day, a week and then after a month.
9. Details of this review will be recorded on the form in Appendix C to the typed copy and when complete, passed on to the head teacher to keep on record.
10. If the incidents continue or worsen during the review stage, the head teacher or deputy head teacher will then interview all parties and keep a record on Appendix D.
11. The head teacher/deputy head teacher will meet with both sets of parents and agree actions to be taken immediately in order to keep the bullied child safe (recorded on the form in Appendix D).
12. The head teacher/deputy head teacher will review the situation daily for the first week, then after a week and then a month (Time scales may vary according to circumstances).
13. Details of the review will be recorded on the form in Appendix D, typed up and scanned to add as a document to CPOMS.
14. All incidents will be reported to the Local Academy Committee.
15. A child who continues to bully others following all of the previous intervention, may need to spend time apart from their peers, in order to keep everybody safe and ensure a positive learning environment for all.

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Appendix C Initial Record of Alleged Incidents of Bullying

Incidents reported by _____ to _____
Date _____

Details of incident:
Discussion with child being bullied:
Discussion with child accused of bullying
Outcomes/agreed actions
Date parents were informed _____
Day after Review _____ (Date)
Review after 1 week _____(Date)
Review after 1 month _____(Date)

Date received by HT/DHT _____ Comments:

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Appendix D Further Record of Alleged Incidents of Bullying

Date _____

Additional details further to initial incident:
Discussion with child being bullied:
Discussion with child accused of bullying
Outcomes/agreed actions
Parental meeting outcomes/agreed actions
Days (7) after Review _____ (Date)
Review after 1 week _____ (Date)

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Review after 1 month _____(Date)
Any further action required