



Christ Church CEVA Primary School

"A Christian community dedicated to educational excellence."

ANTI-BULLYING POLICY

Values

At Christ Church Primary School, we have worked together to create a shared set of values. These are displayed around the school and fall into 5 areas:

- Achievement;
- Teamwork;
- Fairness;
- Kindness; and
- Faith.

As a result of this work, we are clear that bullying is anti-social behaviour which will not be tolerated in our school. We recognise each individual's right to work and play in a happy and safe environment. Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

Aims and Objectives

The aim of this policy is to:

- reduce the frequency of bullying incidents;
- increase the likelihood that incidents are disclosed to responsible adults;
- intervene effectively when bullying happens;
- promote positive pro-social behaviours and attitudes;
- improve attendance;
- fulfil the five aims of the 'Every Child Matters' framework.

Bullying can take a number of forms:

- Physical: pushing, hitting, kicking etc;
- Verbal: name-calling, taunting, teasing, intimidating, humiliating, gossiping;
- Silent: isolation, rude gestures, exclusion from activities;
- Cyberbullying: malicious use of email, social chatrooms, blogs, mobile phones, etc.

Pupils may be bullied for a variety of reasons, including:

- Bullying related to race, religion or culture;
- Bullying related to special educational needs or disabilities;
- Bullying related to appearance or health conditions;
- Bullying related to sexual orientation;

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- Bullying of young carers or children in care or otherwise related to home circumstances;
- Sexist or sexual bullying.

Bullying and random prejudicial behaviour will be assertively confronted at all times and the school's leadership team will make it clear that, whilst shared values can sometimes be difficult to achieve, resulting injurious language or behaviour will not be tolerated under any circumstances.

In addition, many behaviours, which in the school context, are called bullying, may also be defined in law as threatening behaviour, criminal damage, theft, assault, sexual, racial or homophobic harassment. It is the right of all children and young people and parents to report such incidents to the police.

Bullying may not be restricted to incidents between children and young people. Accusations of bullying between and towards adults may also be made and acknowledgement of this is included in other school policies e.g. Staff Code of Conduct.

Teachers are particularly vulnerable to being victims of cyberbullying. They need to take steps to protect themselves, by carefully limiting access to personal equipment e.g. mobile phones and personal social media sites.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils are encouraged to report bullying at all times.

Responsibilities of Schools and Governing Bodies

All members of the school community will demonstrate their commitment to combating bullying through policies, practices and management processes. Governors and Headteachers have a central role in ensuring that their school fulfils its legal obligations and that anti-bullying procedures are established and implemented in school.

Governors and the Headteacher at Christ Church will ensure that:

- the school's anti-bullying policy is made known to all staff, pupils, parents and carers and is reviewed regularly;
- the policy is developed and reviewed in consultation with all members of the school community, including children and young people;
- the explicit expectations in the policy are observed by all adults working in the school;
- there is an acceptable use policy for mobile phones and the internet and all members of the school community are aware of its content;
- procedures are established to ensure all incidents of bullying are dealt with fairly and consistently;
- all school staff have the opportunity to receive training on appropriate methods for dealing with incidents of bullying and harassment;
- there is sufficient and suitable curriculum coverage of the issues around bullying for example through Personal Social and Health Education (PSHE);

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- incidents of bullying and harassment are monitored and the effectiveness of interventions recorded, using appropriate reporting systems;
- the ethos of the school ensures that all children and young people feel safe and confident that if they report an incident to an adult, it will not be ignored;
- other support agencies are involved where appropriate, for example, Education Welfare Service, Education Support Service, Educational Psychology Service, Special Educational Needs Team and Equality and Diversity Team;
- the whole school community is aware of its need to respond to incidents of bullying that take place off site.

Anti-Bullying Strategies

We will employ a number of general strategies to minimise any bullying behaviour. These strategies will, at different times and in different places around the school, include:

- Displaying the school's anti-bullying statement or charter;
- Promoting a positive and inclusive whole school ethos;
- Using our PSHE programme to foster whole school approaches to behaviour;
- Displaying HELPLINES and their contact numbers (e.g. Childline, Kidscape);
- Facilitating regular circle time with opportunities to develop emotional literacy and providing a safe environment to allow pupils to share concerns;
- Providing a Bully/Worry Box where pupils can leave notes of incidents of bullying, if they feel unable to tell someone directly;
- Raising self-esteem for all pupils especially those involved in bullying;
- Supervising vulnerable areas effectively;
- Promoting peer support schemes e.g. peer mentors;
- Encouraging appropriate and effective staff training;
- Developing playgrounds with opportunities for constructive play opportunities;
- Involving those who are bullied in the decision making process when dealing with incidents;
- Encouraging children and young people to devise appropriate anti-bullying strategies and to contribute to policy;
- Promoting and contributing towards national anti-bullying week;
- Providing behaviour modification programmes for students involved in bullying behaviours;
- Facilitating restorative justice.

Action to be taken

Initial incidents will be dealt with by a responsible adult as they arise before they escalate into bullying.

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached;
- A clear account of the incident will be reported to the head teacher (or deputy);
- The head teacher (or deputy / Pupil support Worker) will interview all concerned and will record the incident;
- Class teachers will be kept informed;
- Parents will be kept informed.

Pupils

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a class teacher or learning mentor
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the pupil

Bullies will be seen to be dealt with. Punishment will be in line with our behaviour policy.

We use and identify the following as strategies which enable children and adults to deal effectively with the underlying causes of bullying:

- Identifying and expressing feelings and emotions.
- Being sensitive to and respecting the rights, needs and wishes of others.
- Becoming aware of positive and negative relationships and issues of trust.
- Developing skills of co-operation, listening, sharing, negotiation and dealing with conflict.
- Enhancing self-esteem and assertiveness.
- Identifying a range of trusted adults to share concerns with.
- Offering support to both victims and perpetrators of bullying.
- Providing space and time for children to explore why bullying occurs and to take positive steps to control it.

Monitoring and Evaluation

The effectiveness of this policy will be measured, by reviewing:

- How incidents of bullying were recorded;
- What recording methods were used;
- How many incidents occurred;
- What data was used to influence change;
- What action was taken as a result of monitoring;
- How all members of the school community were encouraged to report bullying (Including pupils, parents and carers and staff) e.g. display of charter and helplines/worry boxes/parent/pupil leaflets;
- How/when police involvement was deemed necessary;
- Whether the action taken resulted in improvement in behaviour.

Signed:

Chair of Governors

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Dated: January 2017