CHRIST CHURCH CE (VC) PRIMARY SCHOOL
POLICY FOR THE MANAGEMENT OF BULLYING
POLICY NUMBER: B1

Ratified on: 19/4/18
Review date: 19/4/19
Discussed with School Council: 2/5/18

This policy should be read and understood in conjunction with the following documents:

☐ Single Equality Policy
☐ Behaviour for Learning
☐ Equality and Diversity Policy
☐ Teaching, Learning & Curriculum Policy
☐ Personal, Social, Health and Economic Education Policy (PSHEE)

Principles:

In line with the Equality Act 2010 it is essential that our school:

- Eliminates any unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act;
- Advances the equality of opportunity between people who share a protected characteristic and people who do not share it;
- Fosters good relations between people who share a protected characteristic and people who do not share it.
- Ensures children are aware of safe Internet use.

Ethos

At Christ Church, we recognise that the most effective way of minimising bullying is to provide a positive atmosphere of caring and friendship, through the ethos of the school and our key school values. Our mission statement: 'Aspire, celebrate and learn in an inclusive community' signals we recognise that all children and families are unique. Children come from many backgrounds including those who are LAC; adopted from care; children who may have a parent/carer in prison; children and families who have a faith or no faith and those who may have parents/carers who are bisexual or gay or transgender or have other protected characteristics. Additionally, our children may have disabilities (either physical or learning –related) however their uniqueness and similarities should be celebrated. We also believe children are at school to learn both academically and socially and are entitled to be safe from any type of harm. As a school community, we celebrate and foster good behaviour and we challenge any that may fall below this. Therefore, every child and member of staff at Christ Church should be valued and be able to learn and work without anxiety or fear from bullying.

Pupils and parents should be assured that known incidents of bullying will not be tolerated.

Definition – What is bullying?

The behavior of bullying is typically repeated, ongoing and intentional.

At Christ Church, bullying, either in person or online via social media or electronically, can take various forms and is defined as:

- **Physical:** Physically hurting another person. e.g. hitting, kicking, taking and destroying or damaging belongings;
- **Verbal:** Saying nasty things about another person either directly or indirectly. e.g. name calling, insulting remarks, racist remarks, threatening comments, sexual comments;
- **Indirect:** Making somebody feel uncomfortable or marginalized or repeatedly giving nasty looks or leaving somebody out. e.g. spreading nasty or hurtful stories about another person or excluding them from a social groups, play areas etc;
- **A combination of the above** – for example extortion (forcing someone to give up money or belongings) or intimidation (making someone frightened because of threats).

How the Internet may be used as a means to bully:

- **On-line or electronically (Cyber-bullying):** Saying nasty things about another person either directly or indirectly (including: racist, sexual or homophobic comments) or by posting images or making threatening or disparaging remarks or making fun of, or spreading rumours about a person or group. This can extend beyond the school day and may be have a far wider audience than 1:1 bullying. It may involve the use of: text message, instant/direct messages (including messaging apps, email, Internet, game rooms, personal pages, social networking sites & chat rooms.

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Aims:

At Christ Church, we are determined to promote and develop a school ethos where bullying behaviour is regarded as unacceptable, to ensure a safe and secure environment is sustained for all pupils. We believe bullying is best approached through a constant programme of preventative and supportive education as well as with a firm procedure for 'after the event' action and support. Through discussion and communication with staff, the School Council, governors, pupils and parents, we hope to ensure that all stakeholders understand what constitutes bullying and are aware of any warning signs that a pupil is being bullied in order that bullying is reported and challenged (refer to Appendices A and B).

Strategies to Prevent Bullying

Everyone is responsible for ensuring that bullying is not tolerated at Christ Church. As a community we have a complete commitment towards promoting and implementing the most effective strategies to prevent bullying. These strategies include:

* promoting a strong school ethos which encourages mutual respect and consideration for all individuals through 'Golden Rules' which are reinforced on a daily basis in Collective Worships/assemblies, classroom practice and at playtimes;
* ensuring our curriculum reflects our equal opportunities policy in the programmes of study;
* ensuring all staff, both teaching and non-teaching staff, are aware of vulnerable groups or individuals in school through regular communications under the direction of the SLT;
* careful monitoring of behaviour and a swift response to any concerns to ensure any issues can be identified and resolved quickly;
* promoting the self-esteem and confidence that children need to feel confident to ask for help if they need to;
* ensuring communication channels are completely open for any child or parent with concerns;
* ensuring the Anti-Bullying Policy is shared with all staff, parents (via the school website) and children (pupil version) so that they are clear on the anti-bullying measures in place, and the policy is reviewed annually to ensure it remains as effective as possible.

Response to bullying:

Members of staff will:
* try to establish whether or not bullying has taken place according to the definition and by considering the incidents from the victim's point of view and by establishing the facts, and building an accurate picture of events over time, through speaking to the alleged perpetrator(s), victim(s) and adult witnesses, as well as parents and pupil witnesses if necessary and appropriate.;
* whenever possible, deal with the incident(s) on the day that it is reported;
* record and monitor incidents;
* contact parents/carers of both the victim and perpetrator if deemed appropriate;
* provide parents and carers with feedback when deemed appropriate;
* use restorative justice practices to help bring resolution to the situation;
* consider in the event of serious and persistent bullying, whether further steps may be deemed necessary. This may include the fixed term exclusion of a child in line with the LA's procedures and guidelines relating to exclusions.

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Appendix A

Possible Signs of Bullying
Staff should be vigilant in looking out for signs of bullying or other safe guarding issues including but not limited to:

- physical: unexplained bruised, scratches, cuts, missing belongings, damaged clothes, or schoolwork, loss of appetite, stomach aches, headaches, bedwetting.
- emotional: losing interest in school, withdrawn, secretive, unusual shows of temper, refusal to say why unhappy, high level of anxiety, mood swings, tearfulness for no reason, lack of confidence, headaches and stomach aches, signs of depression.
- behavioural: asking to be taken to school, coming home for lunch, taking longer to get home, asks for more money, using different routes to school, 'losing' more items than usual, sudden changes in behaviour and mood, concentration difficulties, truancy.