

ANTI BULLYING POLICY AND PROCEDURES FOR CHRIST CHURCH CE PRIMARY SCHOOL
APPROVED BY GOVERNORS March 2024
POLICY TO BE REVIEWED March 2025

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Date Approved	**20th March 2024**
Name	**Lynsey Gregory**
Position	**Headteacher**

Christ Church CE Controlled Primary School

Anti Bullying Policy 2024

Christ Church CE Primary School is a Christian community founded on the core values of Friendship, Thankfulness, Peace, Trust, Forgiveness, Compassion and Hope

Principles and Values:

Christ Church CE Primary School is a Christian community and our ethos encourages forgiveness and reconciliation. We adopt a pro-active approach to preventing bullying through collective worship, assemblies, rewards, our school rules, and modelling. We are committed to ensuring that the school community work together to create a happy, safe, caring and stimulating learning environment. We continually reinforce the importance of treating others with respect and kindness rather than simply reacting to incidents when they occur.

As a school we take bullying and its impact seriously. Pupils and parents should be assured that known incidents of bullying will be responded to and bullying will not be tolerated. The school will seek ways to counter the effects of bullying that may occur within school or in the local community. The ethos of our school fosters high expectations of outstanding behaviour and we will consistently challenge any behaviour that falls below this.

Objectives of this Policy

• All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
• All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
• All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.

The aim of this policy is to work together to ensure that our school is a safe and happy place for children and adults to be.

What Is Bullying?

Bullying is deliberate and persisted behaviour used by an individual or group that intentionally hurts another individual or group either physically or emotionally. Bullying can be short term or continuous over long periods of time. Serious forms of bullying may be categorised as child on child abuse. See whole school Child Protection Policy for further information.

Bullying can take many forms. Some examples are:

- **Emotional:** being unfriendly, excluding, tormenting
- **Physical:** pushing, kicking, biting, hitting, punching or any use of violence
- **Racial:** using racial taunts, graffiti, gestures
- **Sexual:** unwanted physical contact or sexually abusive comments/messages/images

- **Homophobic:** using homophobic language and slurs
- **Cyber bullying:** sending threatening or unwanted message/images, creating unkind group chats, misusing group chats and/or games forums.

Bullying may be related to:

- Race
- Gender
- Religion
- Culture S
- EN or disability
- Appearance or health condition
- Home circumstances, including Young carers and those children living in poverty
- Sexual orientation

It is not bullying when people:

- Argue or fall out
- Experience friendship issues
- Call people by a name they are happy with
- Hurt others accidentally
- Give good reasons why others cannot be included in a group activity

Often when we look at incidents that have been identified as bullying we uncover behaviours that although they are not appropriate and need to stop, they should not be labelled as bullying.

When investigating incidents of alleged bullying it is helpful to ask yourself:
'Is this behaviour **deliberate**? Has this child meant to upset or hurt another? Have they misread the situation?'
'Is this behaviour **persistent**? Has this child done this before? How often? Who to?'
'Is this behaviour **hurtful**? Has another child been hurt or upset by this person's action?'

Staff must remain vigilant about bullying behaviours and approach this in line with our whole school Behaviour Policy. Staff must be aware of those children who may be vulnerable pupils; those coming from troubled families, or those responding to emotional problems or mental health issues which may bring about a propensity to be unkind to others, or may make them more likely to fall victim to the behaviour of others.

Information for Parents and Staff

Potential signs a child may be being bullied:

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

- Is frightened of walking to or from school
- Changes their usual routine
- Is unwilling to go to school
- Becomes withdrawn, anxious, or lacking in confidence
- Feels ill in the morning
- Deterioration in school performance

• Comes home with clothes torn or books damaged
• Has possessions which are damaged or " go missing"
• Asks for money or starts stealing money
• Has unexplained cuts or bruises
• Becomes aggressive, disruptive or unreasonable
• Is bullying other children or siblings
• Change in attitude to people at home

Outcomes

All alleged incidences of bullying will be investigated by the class teacher or by a DSL depending on the circumstances.
Parents of both parties may be spoken to about the incident or about any concerns that they may be having. The child displaying unacceptable behaviour, will be asked to apologise (as appropriate to the child's age and level of understanding) Other consequences may also be put in place (See Behaviour Policy). Wherever possible, the pupils will be supported to reconcile and move forward in a positive, solution focused way. In some cases, outside agencies may be requested to support the school or family in dealing with a child continually demonstrating unacceptable behaviour towards others. eg police, The Star Centre, CAMHS.
In serious cases, support from specialist services, reduced timetables, or even fixed or permanent exclusion will be considered.

During and after the incident(s) have been investigated and dealt with, each case will be recorded on CPOMS under the Bullying category and monitored to ensure repeated incidents do not take place. The Safeguarding Governors will be informed of any confirmed incidents of bullying along with details of sanctions and reconciliation.

Prevention

At Christ Church we use a variety of methods to support children in preventing and understanding the consequences of bullying through class assemblies, PSHE Curriculum, Assembly Themes, Anti-bullying week, Kindness week and continued focus on our Christian Values. E-Safety initiatives, Worry Boxes and wellbeing audits are also used to capture the wider feelings from children and staff across school. Children and parents are also consulted through in-school pupil questionnaires and the results of these questionnaires are promptly responded to by staff.

The inclusive ethos of Christ Church means that all staff actively encourage children to have respect for each other. Kind and polite behaviour is regularly acknowledged and rewarded and the culture of 'catching children being good' runs throughout all elements of our school community. Staff will have an open mind towards bullying. This will demonstrate to pupils that we recognise the impact bullying has on children and lead to open, honest conversations and increased confidence in children to want to discuss bullying and report any incidents and concerns about other children's behaviour. Staff will reinforce expectations of behaviour as a regular theme in line with our school ethos and values.

If a child feels that they are being bullied then there are several procedures that they are encouraged to follow:

• Tell a friend
• Tell a teacher or adult who they feel they can trust
• Write your concern and post it in the class 'worry box' (if in place)
• Tell a parent or adult at home whom you feel you can trust
• Discuss it as part of your PSHE time

Advice to Parents

As the parent of a child whom you suspect is being bullied-

- Report bullying incidents to the class teacher or to our Inclusion Team
- In all cases of confirmed bullying, the incidents will be recorded by staff and the Headteacher notified.
- Parents should be informed and will be asked to come in to a meeting to discuss the situation.
- If necessary and appropriate, police will be consulted
- The bullying behaviour or threats of bullying will be investigated and the bullying addressed quickly.
- Supportive measures will be made to help the child using unacceptable behaviour towards others, to change their behaviour.

Do Not:

- Attempt to sort the problem out yourself by speaking to the child whom you think may be behaving inappropriately towards your child or by speaking to their parents.
- Encourage your child to be 'a bully' back. Both of these will only make the problem much harder to solve.

HELP ORGANISATIONS:

- Advisory Centre for Education (ACE) 020 7354 8321
- Children's Legal Centre 0845 345 4345
- KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204
- Parentline Plus 0808 800 2222
- Youth Access 020 8772 9900
- Bullying Online www.bullying.co.uk
- Visit the Kidscape website www.kidscape.org.uk for further support , links and advice. For a copy of Kidscape's free booklets "Stop Bullying", "Preventing Bullying" and "You Can Beat Bullying", send a large (A4) self-addressed envelope (marked "Bully Pack") with 6 first class stamps to: Kidscape 2 Grosvenor Gardens London SW1W 0DH