



Christ Church C.E. Primary

Respect: Endurance: Friendship

Anti-Bullying Policy

All children and young people have the right to go about their daily lives without the fear of being threatened, assaulted or harassed. No one should underestimate the impact that bullying can have on a person's life. It can cause high levels of distress, affecting young people's well-being, behaviour, academic and social development right through into adulthood.

As a Rights Respecting School we believe that "You have the right to be protected from being hurt and mistreated, in body or mind" Article 19. We base our Anti-Bullying and Behaviour policy upon the United Nations Convention on the Rights of the Child and the whole school and class charters reflect this. The school expects every member of the school community to behave in a considerate way towards others.

"Treat others as you would like to be treated." Luke 6: 31

INTRODUCTION

At Christ Church CE Primary School, we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere free from oppression and abuse. Everybody has the right to be treated with respect. Bullying is an anti social behaviour and affects everyone. All types of bullying are unacceptable at our school and will not be tolerated. We are a Stonewall School Champions school. All pupils should feel able to tell and when bullying behavior is brought to our attention, prompt and effective action will be taken. We are a **TELLING** school. This means that anyone who is aware of any type of bullying that is taking place is expected to tell a member of staff immediately. Bullying will not be tolerated at Christ Church CE Primary School.

AIMS AND EXPECTATIONS

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

STATUTORY DUTY OF SCHOOLS

There are a number of statutory obligations on schools with regard to behaviour which establish clear responsibilities to respond to bullying. In particular section 89 of the Education and Inspections Act 2006:

- provides that every school must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures should be part of the school's behaviour policy which must be communicated to all pupils, school staff and parents;

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- gives head teachers the ability to discipline pupils for poor behaviour that occurs even when the pupil is not on school premises or under the lawful control of school staff.

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case, we will report our concerns to the local authority children's social care. Even where safeguarding is not considered to be an issue, we may need to draw on a range of external services to support the pupil who is experiencing bullying, or to tackle any underlying issue which has contributed to a child engaging in bullying.

WHAT IS BULLYING?

"Bullying behaviour abuses an imbalance of power to repeatedly and intentionally cause emotional or physical harm to another person or group of people. Isolated instances of hurtful behaviour, teasing or arguments between individuals would not be seen as bullying" (Torfaen definition 2008)

Bullying generally takes one of four forms:

- Indirect - being unfriendly, spreading rumours, excluding, tormenting (e.g. hiding bags or books);
- Physical - pushing, kicking, hitting, punching, slapping or any form of violence;
- Verbal - name-calling, teasing, threats, sarcasm;
- Cyber - All areas of internet misuse, such as nasty and/or threatening emails, misuse of blogs, gaming websites, internet chat rooms and instant messaging. Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera and video facilities.

Common examples of bullying include:

- Racial bullying;
- Homophobic, biphobic and transphobic bullying;
- Bullying based on disability, ability, gender, appearance or circumstance.
- Religion or belief
- Culture or class
- Special Educational Needs (SEN) or disability
- Appearance or health conditions
- Related to home or other personal situation
- Related to another vulnerable group of people

Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our above. Staff will record the

casual use of derogatory language using the yellow incident books or behaviour tracking sheets.

Prejudice-based incidents

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitored in school. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

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 must be encouraged to report bullying in schools. All school staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with this school policy.

BULLYING OUTSIDE SCHOOL PREMISES

Head teachers have a specific statutory power to discipline pupils for poor behavior outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives head teachers the power to regulate pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff (this legislation does not apply to independent schools). This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre. Where bullying outside school is reported to school staff, it should be investigated and acted on. The head teacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

IMPLEMENTATION

Schools

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 recorded and given to the headteacher (as per our behavior policy);
- the learning mentor or head teacher will interview all concerned and will record the incident;
- class teachers will be kept informed;
- parents will be kept informed;
- punitive measures may be used as appropriate and in consultation with all parties concerned.

Pupils

Pupils who have been bullied will be supported by:

- being offered an immediate opportunity to discuss the experience with a class teacher, learning mentor or member of staff of their choice 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.

Sanctions may be issued as outlined in the whole school behavior policy.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour. Christ Church CE Primary participates in Anti-Bullying Week each year.

PREVENTION

We will use some or all of the following to help raise awareness of and prevent bullying. As and when appropriate, these may include:

- Writing and implementing a classroom charter;
- Signing a behaviour contract;
- Using Art, Drama or Music to reinforce awareness;
- Reading stories about bullying or having them read to a class or assembly;
- Having regular discussions about bullying and why it matters;
- Circle time and circle of friend's sessions.

This policy needs to be read alongside our Behaviour Policy, the child-friendly Anti-Bullying Policy and our Stonewall Script for dealing with incidences of homophobic, biphobic or transphobic bullying.

REVISION/REVIEW HISTORY

Signed (Chair of Governors) _____

Signed (Head Teacher) _____

Date	Comments	Review Date
19/10/12	Amended to include up to date legislation, up to date definition of bullying, RRS philosophy included	Autumn 2015

17/06/16	Reviewed with the addition of the policy being read alongside the child friendly policy	Summer 2017
30/06/17	Reviewed and approved with the change from will to may in two incidences regarding consequences of bullying behavior.	Summer 2018
16/11/18	Addition of being a Stonewall Champion School and the use of Stonewall Script. Sections from the Stonewall Policy have been added (use of derogatory language, prejudice based incidents and a full list of bullying examples)	Autumn 2019

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