Christ Church C.E.(VC) Primary School

E-Safety Policy

Last Updated November 2020

Our School Vision

Our Vision is for our children to experience 'Life in all its fullness' (John 10:10). Following the Christian inspiration of Jesus, our children will flourish and enable others to grow. Our school will be a place where aspiration and hope enable the growth of knowledge, wisdom and skills for all.

Anti-Bullying Statement

> *Section 89 of the Education and Inspections Act 2006 states that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils.*

At Christ Church School, everyone is equal and we treat each other with dignity and respect. We believe every child and adult in our school has the right to thrive in a safe, nurturing and caring community, without fear of being treated unkindly or experiencing bullying behaviour, irrespective of physical appearance, gender, race, religion, ethnicity, socioeconomic background, academic ability, disability, sexual orientation or gender identity.

Bullying behaviour, both on and offline is always unacceptable and incidents of bullying will always be taken seriously and acted upon.

> *'Pupils say that bullying is rare because staff look after them and keep them safe. They know how to report any concerns. Leaders make sure that any report of bullying is followed up appropriately.' - Ofsted Nov 2019*

Guidance that has informed this policy:

North Yorkshire County Council Inclusive Education Service Anti-Bullying Guidance
https://cyps.northyorks.gov.uk/sites/default/files/NYCC%20Anti-bullying%202016-18%202%20(2).pdf

Valuing All God's Children https://www.churchofengland.org/sites/default/files/2019-07/Valuing%20All%20God%27s%20Children%20July%202019_0.pdf

Anti-Bullying Alliance - https://www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/anti-bullying-policies

Linked Policies

Positive Behaviour Policy

Child Protection Policy

Equalities Policy

Mental Health and Wellbeing Policy

Aims and purpose of the policy

- To ensure a secure and happy environment free from threat, harassment, discrimination or any type of bullying behaviour.
- To create an environment where all are treated with dignity and respect and where all members of the school community understand that bullying is not acceptable.
- To ensure a consistent approach to preventing, challenging and responding to incidents of bullying that occur.
- To inform pupils and parents of the school's expectations and to foster a productive partnership which helps to maintain a bullying-free environment.
- To outline our commitment to continuously improving our approach to tackling bullying by regularly monitoring

Roles and responsibilities:

All Staff - All staff have a duty to challenge bullying (including racist, homophobic, biphobic and transphobic language). They will be vigilant to signs of bullying and play an active role in the school's efforts to prevent bullying. All incidents of bullying will be reported to the anti-bullying lead and SLT.

Anti-Bullying Leads - Each class teacher is the anti-bullying lead for their class. They will follow up incidents of bullying that has been brought to their attention by children, other staff or parents. and monitor the situation. They will report incidents of bullying to the Senior Leadership Team. They will record incidents of bullying / perceived bullying and subsequent actions on CPOMS.

Senior Leadership Team – The SLT / headteacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff, that records are kept up to date and that the school upholds its duty to promote the safety and wellbeing of all young people.

- Mrs D Cooper – Headteacher / Designated Child Protection / Safeguarding Officer
- Mrs K Baines – SENCO / Inclusion Lead

Parents/carers - Parents and carers also have a responsibility to look out for signs of bullying (e.g. distress, feigning illness, lack of concentration). Parents and carers should support their child to report the bullying.

Parents can speak directly to class teachers in school.

The headteacher can be contacted on 01756 793030 or headteacher@christchurch.n-yorks.sch.uk

Pupils - Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. Pupils should never be bystanders to incidents of bullying- they should offer support to the victim and encourage them to report it.

Definition of Bullying

The Anti-Bullying Alliance defines bullying as:

The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.

Bullying is hurtful, unkind or threatening behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied. If bullying is allowed it harms the perpetrator, the target and the whole school community and its secure and happy environment.

Bullying:

- deliberately causes hurt (either physically and/or emotionally);
- is repetitive;
- involves an imbalance of power;
- can take place between children, between adults, between adults and children.

The nature of bullying can be:

- Physical (e.g. hitting, kicking, pushing or inappropriate/unwanted physical contact)
- Verbal (e.g. name calling, ridicule, comments)
- Cyber (e.g. messaging, social media, email)
- Emotional/indirect/segregation (e.g. excluding someone, spreading rumours)
- Visual/written (e.g. graffiti, gestures, wearing racist insignia)
- Damage to personal property
- Threat with a weapon

- Theft or extortion
- Persistent Bullying

Bullying can be based on any of the following things:

- Race (racist bullying)
- Sexual orientation (homophobic or biphobic)
- Special educational needs (SEN) or disability
- Culture or class
- Gender identity (transphobic)
- Gender (sexist bullying)
- Appearance or health conditions
- Religion or belief
- Related to home or other personal circumstances
- Related to another vulnerable group of people

School strategies to prevent and tackle bullying:

We use a range of measures to prevent and tackle bullying including:

- Our school vision is at the heart of everything we do and ensures that all members of the school community are revered and respected as members of a community.
- We use a pupil-friendly anti-bullying policy to ensure that all pupils understand the policy and know how to report bullying.
- The PSHE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying. It also includes opportunities for pupils to learn to value themselves, value others and appreciate and respect difference.
- Healthy Schools children's group and the School Council are supported to provide their peers with information, signposting and activities to support the school's anti-bullying ethos. They take the lead on awareness day/week activities with adult support.
- Collective worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying.
- Through a variety of planned activities and time across the curriculum pupils are given the opportunity to gain self-confidence and develop strategies to speak up for themselves and express their own thoughts and opinions.
- P4C, PSHE, awareness days and Collective Worship reflection times in the classroom provide regular opportunities to discuss issues that may arise in class and for teachers to target specific interventions.
- Stereotypes are challenged by staff and pupils across the school.
- Pupils are continually involved in developing school-wide anti-bullying initiatives through consultation with the Healthy Schools children's group, the School Council and the Growing Up in North Yorkshire survey.

- We work with parents and carers, and in partnership with community organisations to tackle bullying where appropriate, for example the NSPCC, Compass Buzz and through parent consultations and forums.

Responding to bullying

When bullying has been reported, the following actions will be taken:

- Staff will report the bullying to the class teacher and/or the SLT. The incident will be recorded on CPOMS.
- SLT will monitor incident reporting forms and information recorded on CPOMS analysing the results.
- The headteacher will report incidents/analysis of bullying to the governing body, including any racist, homophobic, biphobic or transphobic bullying.
- Support will be offered to the target of the bullying from the class teacher, SENCO, headteacher or through the use of pastoral / social group interventions.
- Staff will proactively respond to the bully who may require support from the class teacher, SENCO, headteacher or through the use of pastoral / social group interventions.
- Staff will assess whether parents and carers need to be informed / involved.
- Staff will assess whether any other authorities (such as police of local authority) need to be involved, particularly where incidents have taken place outside of school.

Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during school holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils' wellbeing beyond the school day.

Staff, parents and carers, and pupils must be vigilant to bullying outside if school and report and respond according to their responsibilities outlined in this policy.

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 definition of bullying. It will be challenged by staff and recorded and monitored on CPOMS and follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language.

Staff are also encouraged to report / record the casual use of derogatory language using informal mechanisms such as CPOMS

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, with the headteacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

Training

The headteacher is responsible for ensuring that all school staff (including teaching assistants, volunteers and midday supervisors) receive regular training on all aspects of the anti-bullying policy.

Monitoring the policy

The headteacher / SENCO is responsible for monitoring the policy on a day-to-day basis.

They are responsible for monitoring and analysing the recorded data on bullying. Any trends should be noted and reported.

Evaluating and reviewing

The headteacher is responsible for reporting to the governing body (and the local authority where applicable) on how the policy is being enforced and upheld, via the headteachers report to governors. The governors are in turn responsible for evaluating the effectiveness of the policy via the termly report and by in school monitoring such as learning walks and focus groups with pupils.

If further improvements are required the school policies and anti-bullying strategies should be reviewed.