

CHRIST CHURCH CE PRIMARY SCHOOL

Policy Title: Anti -Bullying Policy

Contact Person: Mrs Simone Bennett - Head Teacher

Rationale:

At Christ Church C of E Primary School we are committed to providing a caring, friendly and safe environment for all of our pupils so that they can learn in a positive and secure atmosphere. The school supports the principles of "Bullying –A charter for action" (DFE) and bullying of any kind is not tolerated.

Statutory/ National requirements

"The policy determined by the head teacher must include measures to be taken with a view to encouraging good behaviour and respect for others on the part of pupils and, in particular, preventing all forms of bullying among pupils"; (Education and Inspections Act 2006)

Principles:

We believe that:

- Bullying behaviour is unacceptable in any form
- All children have the right to an education free from fear, harassment or degradation
- Bullying behaviour is a problem not only for the perpetrator and the target but also the school and wider community
- All incidents of bullying should be dealt with promptly and effectively
- Best outcomes follow when the school can work with parents/carers to address concerns about bullying behaviour and victimisation

The school ethos supports our anti-bullying policy and builds upon our Christian Values.

We CARE

We SHARE

We TELL THE TRUTH

Definition:

What do we mean by bullying?

Bullying is a complex issue with frequency of incidence being an important factor. One off incidents of unkindness or unfairness, or a series of isolated incidents, does not necessarily constitute bullying, although we recognise that the emotional impact of such events can be significant. Bullying is deliberate, usually repeated over a period of time, causes harm and can be difficult to resolve without additional support.

Bullying can be:

Direct

- Physical- Kicking, hitting etc
- Verbal- name calling, taunting etc
- Non verbal- face pulling, gestures etc
- Emotional – tormenting, putting people down, excluding etc

Indirect

- Cyber bullying e.g. mobile phones, instant messaging, social network sites etc

Bullying can also focus on different social identities:

- Race, religion and culture
- Gender and sexual orientation
- Disability and special needs

Bullying can also:

- Take place outside of school hours
- Be between children/ children and adults/ adults

Christ Church School takes all forms of bullying seriously. Through our 'Open Door' policy and good communications with parents/carers (including the home-school link book) we encourage families to share concerns with us immediately to enable us to investigate issues and resolve them as soon as possible.

Roles & Responsibilities:**The role of the Staff:**

- All staff are responsible for the rigorous application of this policy and ensuring that the incidents falling within the school's definition are properly recorded and monitored.
- All staff have a 'duty of care' to children and young people and must at all times provide proper supervision of the pupils in their care.
- All staff must ensure that they understand what bullying is and its effects on those involved.
- All staff understand what would constitute bullying behaviour in their relationships with children and young people and with other adults.
- All staff take all incidents of bullying/alleged bullying seriously, investigate, and act in accordance with the school's anti-bullying procedures.
- All staff to work in partnership with parents/carers, families and other agencies as required.

The role of the leadership team & governing body:

- To work together to develop and put the anti-bullying policy into practice.
- To take a key role in monitoring the policy and practice within school.
- To review any incidents of anti-bullying behaviour.
- To promote positive relationships between home and school and develop a working partnership.

The role of parents:

- To contact the school immediately they know or suspect that their child may be being bullied, even if their child has asked for "secrecy", and work in partnership with the school to bring a resolution to the bullying/alleged bullying.
- To contact the school if they know or suspect that their child is bullying another pupil.
- Share with the school any concerns they have that bullying may be taking place even when it does not directly involve their child.

The role of children:

- Not to bully anyone, or encourage and support bullying by others
- To tell an adult if they are being bullied/treated in a way that makes them feel uncomfortable.
- Act to prevent and stop bullying, usually this is through telling an adult if they know or suspect that someone else is being bullied

Prevention of bullying:

Christ Church School has a pro-active attitude to anti-bullying. All staff have a responsibility for dealing with this problem and in ensuring that pupils are well supervised in the classroom and the playground. Children have their awareness of the issue raised and addressed in a variety of ways; through assemblies, the PSHE curriculum, circle time, the SEAL programme etc which inform them of the school's expectations and about the unacceptability of bullying and what to do if they experience or are aware of bullying by others. Through our ethos of 'We Care, We Share, We Tell the Truth' and our Playground Code, we develop positive relationships. We are involved with the national 'Anti-bullying week' each Autumn and we use this as an opportunity to increase the awareness of the anti-bullying ethos throughout our school.

At Christ Church we recognise that there are particular times when children may be more vulnerable to bullying – particularly lunch and break times – and arrangements are in place to ensure that at such times there is adequate supervision available to reduce the risk of bullying incidents.

Intervention and protection:

We are realistic in our expectations of the children in our care and talk to them about the importance of their actions and behaviour. They know to turn to an adult if they need help and support. If a child has been hurt or upset they will be comforted and reassured. The relevant adult will investigate and if the other child's behaviour is not acceptable it will be dealt with in line with the school's behaviour policy. Any child who has demonstrated bullying type behaviour will be encouraged to realise that their behaviour is wrong and will not be tolerated. The child is still a valued member of the school community and restoration will be encouraged.

All bullying assessed at **low** level will be handled quickly and sensitively as above.

Where it is felt that the incident(s) is more serious, at a **medium** level, the school will engage in additional interventions e.g. Silver SEAL, SENCO involvement, circle time, additional levels of adult supervision etc. Negative consequences may also be applied in line with the school's behaviour policy.

If bullying incidents became embedded and **high** level the school would seek external support for the perpetrator e.g. the involvement of Primary Enhanced Mainstream School. We would draw up an IEP (Individual Education Plan) and undertake 1:1 or specific group work within school. In such cases the school would also consider initiating the CAF (Common Assessment Framework) process. Additional support for the target will be sought through e.g. mentoring support, counselling or in extreme situations, the Educational Psychology Service.

Post incident responses:

Christ Church will take firm and decisive action to deal with any incident of bullying which is witnessed by or reported to any member of staff. When a member of staff receives information, either directly or indirectly, that a child may have been the target of a bullying incident, this report will be taken seriously and investigated. We will offer a proactive, sympathetic and supportive response to children who are targets of bullying. The exact nature of the response will be determined by the particular child's individual needs and may include:-

For the target: – protection, sympathy/empathy/counselling and advice on how to avoid future incidents, mediation (where appropriate) and support.

For the child displaying bullying type behaviour: - reinforcement that this behaviour is unacceptable, advice and instruction on how to improve, reinforcement and support for improved behaviour, proportionate use of fairly & consistently applied consequences.

Monitoring: - recording and reporting incidents of bullying and gathering perceptions of bullying

- We have a "Playground book" and incident reporting book where incidents are recorded and shared in the whole school staff meeting. Staff will designate these incidents as Low (L), Medium (M) or High (H).
- We have a recording system for monitoring meetings and follow-up with parents/carers.
- A summary of incidents are reported to the full governing body each term to enable analysis of any significant patterns and trends. This is anonymous and does not name specific pupils.
- The school forwards any records of serious incidents to the local authority on a termly basis.
- Each year the school conducts parent and child perception surveys and the results are shared with families.
- We also complete the ECM Health Related Behaviour questionnaire which provides details of children's perceptions of bullying and how well the school deals with this.

- Pupils have a right to a confidential reporting system. There is a 'Worry Box' in every classroom. Pupils are aware that they can use these to report any concerns and that these will be acted upon promptly and sensitively. Where such concerns crossed into Safeguarding issues, pupils are made aware that confidentiality could not be upheld.

Working with Parents/carers-

We as a school believe that education is a working partnership with parents/carers and we would always aim to resolve any bullying/alleged bullying issues within this partnership. We encourage parents to talk with their children about all their experiences in school. The school takes seriously all expressions of concern from parents/carers and welcomes dialogue at the earliest opportunity via its "open door" policy, where parents may come into school if they wish to make an appointment to see a teacher.

If it becomes apparent that parents/carers/families are in need of additional support a referral may be sought to the school Parent Support Advisor, Education Social Work service or other appropriate agency.

The school adheres to Local Authority procedures for complaints if unfortunately this becomes necessary. This is available from the school office or the school website.

Evaluating the Anti-bullying Policy

The school has an identified a governor responsible for monitoring policy into practice.

This involves:

- monitoring incidents of bullying/alleged bullying
- discussions with children, parents/carers and staff
- evaluating the effectiveness of universal provision and targeted interventions
- refreshing and updating the policy if necessary

Links to other policies- Child Protection, Behaviour, Curriculum, PSHE, Safeguarding, Complaints.

Who will be responsible for monitoring? Head Teacher & Governing Body.

Adopted by Governing Body (Date)

