

# ANTI-BULLYING POLICY

This policy is informed by the Christian values which are the basis for all of CDAT's work and any actions taken under this policy will reflect this.

*'Blessed are those who act justly, who always do what is right'*

*Psalm 106:3*

**Christ Church C of E Primary School, Moreton**



*September 2022*

# Our Mission Statement

Our mission is to love all children who are part of our community helping them develop respect, tolerance, self-confidence and to become the best they can be.

We will support our children to develop their God given gifts to the full and encourage a life-long passion for learning which will successfully lead them into secondary school and beyond.

As a church school at the heart of Moreton community, our work is underpinned by the Christian values of *friendship, humility, forgiveness, compassion, justice and service* which Jesus helps us to achieve.

We are a welcoming, caring and inclusive school committed to working in partnership with parents, governors, Christ Church and Chester Diocese Academy Trust.

We strive to provide a rich and varied curriculum which reflects God's concern for the whole child; promoting spiritual, moral, cultural, physical and emotional wellbeing alongside academic excellence and independence.

As a school community, we all work together to provide the very best for our pupils and families; firmly believing that:

*Together we can do all things through Christ who strengthens us*

# Our School Vision

***Contributions from parents, pupils, staff and school Governors have determined the priorities for our school vision***

**A consistent school vision shared by all based on the following:**

*"Love must be completely sincere. Hate what is evil, hold on to what is good. Love one another warmly as Christians, and be eager to show respect for one another. Work hard and do not be lazy. Serve the Lord with a heart full of devotion. Let your hope keep you joyful, be patient in your troubles, and pray at all times." Romans 12:9-12*

## Statement of Intent

At Christ Church Primary School, we try to ensure that as far as reasonably possible, the structures and procedures in the School Behaviour Policy prevent bullying. We aim to develop a caring and supportive environment for all, through a school ethos based on kindness and respect where differences are both accepted and appreciated. We encourage children to understand what bullying is through PHSE, assemblies, displays, school council and the Kindness Crew pupil group.

## What is Bullying?

The school has adopted the following collaborate definition of bullying with the children, teachers and staff, which is our shared understanding of what bullying is.

**Bullying is deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or group towards other people. It is repeated over a period of time. Bullying results in fear, pain and distress to the victim.**

Bullying can be

- **Physical:** pushing, kicking, hitting, pinching, any form of violence, threats -One child hurting another.
- **Verbal:** name-calling, sarcasm, persistent teasing, insulting, making racist remarks
- **Psychological,** spreading hurtful rumours, excluding someone from groups, moving away as a person approaches, leaving notes, failure to speak to or to acknowledge a person, intimidation
- **Sexual:** unwanted physical contact, abusive comments.
- **Vandalism** Deliberately damaging or taking another child's belongings.
- **Threatening** Either verbally or by e-mail/text message
- **Group bullying** any of the above, but where two or more children conduct the bullying behaviour.
- **Cyber Bullying** the use of electronic communication to bully a person, typically by sending messages of an intimidating or threatening nature

**These examples are judged to be bullying only if the action is deliberate and there are repeated instances. It is important to clarify the types of behaviour that we feel are unacceptable, but not examples of bullying.**

## Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, the occasional pushing and hitting or arguments. It is bullying if it is done deliberately and several times. Children sometimes fall out with their friends or say things because they are upset. This is normal for children as they are learning the skills needed to handle upsetting situations. When these problems arise it is not classified as bullying. It is an important part of children's development to learn how to deal with friendship disagreements and name calling. At Christ Church the staff work with the children to try and understand what the problem is and to support them to develop the social skills needed to repair the friendship.

These types of behaviour are not regarded as bullying but they are regarded as unacceptable forms of behaviour, and would be dealt with according to our Behaviour Policy.

## Signs and Symptoms of Bullying

Children who are being bullied are not always prepared to tell those in authority for a number of reasons. When a disclosure of bullying is made, we will always treat it seriously. For pupils who are unable to tell staff of their problems, we know that sometimes their behaviour can give clues about the problem. Such behaviours include:

- An unwillingness to come to school
- Acting in a withdrawn way, isolating themselves from others
- Complaining about missing possessions
- Refusing to talk about the problem
- Being easily distressed
- Begins to underperform in school
- Feels ill in the morning

These behaviours may be particular indicators of problems. Staff will use their knowledge of individual pupils to be vigilant for any changes in their behaviour that might indicate bullying. When staff have any particular concerns about a pupil, then they will discuss it with a more senior member of staff. Pupils are also encouraged to be open with their parents who can then pass their concerns to the school.

## Who to speak to for help:

Wherever you are in school, you have the right to feel safe. Nobody has the right to make you feel unhappy. If someone is bullying you or you see someone being bullied, it is important to remember that it is not your fault and there are people who can help you.

At Christ Church we have adopted the hand as our symbol to remind us of who we speak to if we feel we are being bullied. We encourage the children to speak out and we proudly display this hand in all rooms of the school. On each of the five fingers the children have decided on the people they can speak to if they feel bullied.

- Teachers
- Parents
- Staff
- Lunchtime Support Staff
- Friends
- Communication boxes outside the Headteacher's and Assistant Headteacher's offices.

## Preventing and Investigating the Problem

Bullying will not be tolerated at Christ Church Primary School and all incidents will be taken very seriously. All pupils, their parents and staff members are encouraged to tell us of any concerns and we will act upon them. All investigations of bullying allegations will be thorough and involve the staff interviewing both the bully and their victim separately. Where others have witnessed the bullying, they will be interviewed so that as far as possible we know exactly what has happened. These conversations could be discreet meetings or informal opportunities if the situation warrants.

The TLR will then investigate the incident by firstly talking with the bullied pupil, listening to and noting the feelings expressed. A written record of the incident, investigation and outcomes will be made and an Action Plan will be formulated

The child's class teacher and Headteacher will be informed (or the Assistant Headteachers in the absence of the Headteacher.).

A meeting will then be arranged for all those directly/indirectly involved in which the feelings of the victim will be described and sanctions will then be applied.

Parents will be informed and asked to attend a meeting with the TLR and the Headteacher (or the Assistant Headteachers in the absence of the Headteacher).

The parents of the victim will be fully informed of the ways in which the incident is being managed, and of the support that will be given to their child after the incident. In dealing with the bullying incident in such a clear, thorough and immediate way, it is hoped that the victim will feel that his/her feelings and safety is paramount to the staff at the school. Further support will be given to the victim in the form of regular monitoring by his/her class teacher, Support Staff and Dinner Staff, which will be detailed in the Action Plan agreed between the child, parents, TLR and Headteacher.

Regular feedback will be given to the child's parents, either through written comments in a self esteem book, by regular telephone conversations or meetings with the child's class teacher and, where appropriate, the TLR and/or Headteacher.

Where bullying is substantiated appropriate measures will be taken to reduce the chances of it recurring. Bullying will not be eradicated unless the behaviours of the bullies are changed. Efforts will be made to help the bully recognise why their behaviour is unacceptable and they will be offered help to modify that behaviour. This will include trying to understand why the pupil has bullied, so that recurrence can be prevented.

His/her class teacher, TLR and all other adults who are in regular contact with him/her, such as support staff and Mid-day Supervisors, will closely monitor the perpetrator's behaviour.

Any incidents of bullying will be recorded in the Headteacher's Bullying Record file, kept in the Headteacher's office and in child's individual Life File.

## **Implementation**

It is vital that once written, the whole school community adopts the Anti-Bullying Policy. To ensure that this is the case, it will be presented to the Staff, School's Council, Curriculum Governors and Parents Working Party. It will be included in the School Prospectus and on the School Website.

## **Conclusions**

Christ Church Primary School is actively trying to prevent bullying by adopting a whole school approach to behaviour and discipline, creating an atmosphere where each member of the school is valued as an individual and treated with respect. Where incidents of bullying do occur, they will be investigated thoroughly and actions will be taken to reduce their reoccurrence and help those who have been their victims.

## **Review**

**This policy was reviewed by the Governing Body  
To be reviewed: September 2023**

