

Anti-Bullying Policy

St Christopher's CE School is committed to providing a nurturing, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure environment. Bullying of any kind is unacceptable at our schools. If bullying does occur, all staff and pupils should say and know that incidents will be dealt with promptly and effectively.

St Christopher's takes great pride in its friendly, approachable ethos, our focus on the six principles of nurture and our core Christian values of Love, Courage and Belonging that are embedded throughout the school, always considering the Bible text of John 10:10 "I am come that they might have life, and that they might have it in abundance."

This considerate behaviour is encouraged at all times in our schools. We also celebrate the fact that everyone in our community may be different and have different points of view, not that they are better or worse than anyone else. We aim to create a nurturing, friendly and secure place for each pupil to learn and thrive, but this cannot be so for any individual who is in any way bullied. Our objective is to promote and encourage the maintenance of a friendly atmosphere where pupils are empowered to talk openly about bullying, know what it is and the range of bullying behaviours, understand its impact on others and where and how to source support, guidance and resolution.

1. What is Bullying?

St Christopher's understands bullying as '*purposeful and repeated actions conducted by an individual or group and directed against an individual who cannot defend him/herself in the situation*'.

Bullying can take different forms:

- **Verbal bullying:** name calling, use of threatening or provocative language etc.
- **Psychological bullying:** excluding an individual from group play, refusing to talk to or even acknowledge an individual, lying, fake rumours and spreading gossip, encouraging others to turn against someone, leaving someone out constantly and encouraging others to do the same, socially excluding someone, damaging someone's social reputation or social acceptance, using humiliating nicknames and continuing when asked to stop
- **Physical bullying:** hitting, kicking, grabbing an individual, taking or hiding another's property etc.
- **Homophobic bullying:** bullying when people behave or speak in a way which makes someone feel bullied because of their actual or perceived sexuality. People may be a target of this type of bullying because of their appearance, behaviour, physical traits or because they have friends or family who are lesbian, gay, bisexual, transgender, or questioning or possibly just because they are seen as being different.
- **On-line or cyber bullying:** Cyber bullying is any form of bullying which takes place online or through smartphones and tablets and includes social networking sites, messaging apps, gaming sites, chat rooms; sharing pictures, videos or personal information without the consent of the owner and with the intent to cause harm or humiliation; hacking into someone's email, phone or online profiles to extract and share personal information, or to send hurtful content while posing as that person; creating dedicated websites that intend to harm, make fun of someone or spread malicious rumours and intimidation to send images of a private or sexual nature.

- **Sexual bullying:** behaviour, physical or non-physical, where sexuality or gender is used as a weapon against another, behaviour which degrades someone, singles someone out by the use of sexual language, gestures or violence, victimising someone for their appearance, the pressure to act promiscuously and to act in a way that makes others uncomfortable. Unwelcome sexual advances or remarks that are intended to cause offence, humiliation or intimidation: this could include pressure to send images of a sexual nature.

Bullying can be based on:

- Race: Bullying based on ethnicity, skin colour or language
- Religion or belief: Bullying based on religious or cultural practices.
- Gender: Sexist bullying because you are a boy or girl.
- Sexual orientation: Discrimination based on sexuality.
- Gender Identity: Bullying because of a person's internal sense of being a boy, girl or gender neutral
- Disablist: The bullying of those who have special educational needs and disabilities.
- Class or social behaviour: Bullying because someone's home life and social behaviour may be different
- Based on 'difference': Bullying based on any real or perceived difference. This can include, but is not limited to factors surrounding the way someone looks or dresses, hobbies and interests, family set up,

What is NOT bullying?

- One-off incidents: Bullying is persistent and repetitive, and generally fits a pattern of behaviour. However, there will be occasions when a one-off incident is so significant that it causes long term effects, and is therefore categorised as bullying. One example may be extreme public humiliation that deters someone from engaging in discussions or social events.
- Mutual conflict: A disagreement, argument or fight in which both parties have equally participated and where there is no imbalance of power.

Aims

St Christopher's acknowledges that bullying does happen from time to time in our schools. It would be unrealistic to claim that it does not. However, it is our aim to:

- Ensure that all children, young people and adults within our school have a common understanding of what bullying is.
- Reduce all forms of bullying.
- Communicate clearly to children and parents the strong response to such events in ODST schools.
- Stress that the whole school community acts together on this issue.
- Continually work to maintain a warm and harmonious atmosphere within our school.

Objectives

The policy of St Christopher's is that:

- All allegations of bullying will be carefully investigated.
- Pupils, parents and staff will be encouraged to talk openly about the issue.
- As part of the curriculum, greater understanding of bullying in all its forms will be developed.
- Children will be taught strategies to help them deal with bullying situations which they may encounter.

- Staff will respond calmly and consistently to allegations or incidents of bullying.
- The school will protect and support all parties during school/extra-curricular time and on school premises whilst issues are resolved.

Whole School strategies to minimise bullying

- A regular Jigsaw programme of PSHE is delivered.
- Regular Teacher/Class discussion takes place, dealing with friendship / playtime issues.
- Peer support is strongly emphasised: with children taught how to effectively support a bullied friend/peer and how to resist “joining in” with bullying.
- Children suffering from bullying will be encouraged to keep diaries to share with staff/parents.
- A school anti-bullying booklet is in use, explaining bullying and giving clear advice to children on what to do if a victim of bullying or a witness to it.
- School assemblies that help raise pupils’ awareness of bullying and derogatory language.
- Trained anti-bullying ambassadors who help promote anti-bullying and equality.
- Trained buddies help monitor lunchtime play and offer support to all pupils especially those who have been bullied or who struggle with lunchtimes.
- A ‘Worry Box’ available for children to use at all times in the main school or in classrooms.

How St Christopher’s School responds to specific allegations of bullying

Children will know whom to talk to. In the first instance this will usually be their class teacher, but it could also be another teacher known to them, the Executive Headteacher, Head of School, anyone in the Senior Leadership Team or to the anti-bullying lead, Lisa Verman.

- The children should be given every opportunity to report the bullying in the first instance, but it will be the class teacher who will follow up allegations. Therefore, any other adult in receipt of information should feed back to the class teacher as soon as possible.
- The class teacher will take steps to discuss the problem with the person/people doing the bullying to establish the situation and talk through any issues. An early resolution is sought using these tactics.
- Both bullied and bullying parties should be informed that the situation is being monitored by the class teacher/s concerned.
- If there is no improvement, or further bullying occurs, the parents of the bullying child should be contacted in order to come into school to discuss the problem and to make clear that a zero-tolerance policy is being adhered to.
- Sanctions are rarely necessary but if further bullying takes place our behaviour policy sets out what the school’s next steps will be.

As a result of the discussion clear expectations are laid down as to:

- Expected behaviour and attitudes.
- Strategies to support the bullied child, including who they can turn to and when
- Support given to the perpetrator to raise their self-esteem and develop appropriate social skills e.g.: alternative provision at lunch time for a given period to ensure they do not pose a threat.

Recording

Our school will record bullying at all stages, together with the action taken in the pupil's personal file, transferred with the child from class to class. This may be transferred at transition to the next phase of the child's education.

Roles & Responsibilities

- All staff at St Christopher's have a responsibility for implementing this policy and dealing appropriately with incidents that are brought to their attention.
- The Executive Headteacher and Head of School are responsible for ensuring the policy is implemented consistently and effectively. They will manage bullying in the school, providing support for staff, providing guidance on curriculum development to ensure bullying is a taught element of the school's work and ensuring appropriate training is provided for all staff.
- The impact of this policy will be monitored by governors through regular audit of records of serious incidents and alleged bullying during school visits. The outcome of this monitoring will be reported to the Local Governing Body and will impact on future development of associated policies and practice.

Entitlement and Inclusion

All pupils, whatever their ability, gender, race, religion, size or weight are entitled to feel safe and have full and equal access to provision both during the school day and during extracurricular activities. All pupils have the right to be listened to and fairly treated if they report or are accused of bullying.

Raising awareness / Staff training

1. The Executive Headteacher and Head of School are responsible for ensuring that all staff, both teaching and non-teaching receive training on all aspects of the anti-bullying policy. New staff are inducted into the school's safeguarding and anti-bullying procedures on arrival. This training is refreshed for the whole staff every two years. Our school takes part in annual Anti-Bullying Week, Black History Month and LGBT History Month to highlight positive behaviours and attitudes.

Review

This policy was approved by the Performance and Standards Committee in January 2021 and will be reviewed every three years or earlier if relevant.

Links to Other Policies

- Behaviour Policy
- Safeguarding Policy
- Complaints Policy
- PSHE Policy
- E-Safety & ICT Acceptable Use Policy

Next review: January 2024