



Anti-bullying Policy

Reviewed January 2023

Date for Next review January 2024

RATIONALE

At Christ Church C of E Primary School we aim to promote an atmosphere in which bullying is not tolerated and is dealt with quickly and effectively. Our school ethos is built on Christian Values which include respect and treating others as we would wish to be treated. We recognise that bullying can occur in any school and in many other areas of social life. We encourage children to help us to work against it and to report any incidents of bullying.

AIMS

All staff are committed to:

- ensuring that children feel safe in school;
- enabling children to learn in a safe, caring and supportive atmosphere;
- maintaining a climate in which children can tell, and be sure that adults will listen;
- delivering a personal, social and health education programme that includes personal safety;
- modelling and encouraging high standards of social behaviour;
- involving children in developing and maintaining agreed playground and classroom rules.

GUIDELINES

Bullying can be **physical, verbal or emotional** and can be carried out by a single person or a gang either younger or older than the victim. Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Disablist targeted at pupils with disabilities
- Homophobic because of, or focusing on the issue of sexuality
- Cyber All areas of internet, such as email & internet.

Incidents of bullying can include:

- name-calling, teasing and/or malicious gossip;
- damaging or stealing personal property or schoolwork or equipment;
- being made to do things unwillingly;
- violence and assault, jostling, pinching, kicking, hair-pulling etc;
- intimidation and/or extortion;
- ostracising.

Reasons for being a bully may be:

- being a victim of violence oneself;
- enjoyment of power or creation of fear;
- copying behaviour at home, by peers or seen on TV or films;
- expecting always to have one's own way;
- reaction to a domestic upset or change.

Bullying occurs in children of both sexes, from all backgrounds, cultures, races, from all ages from nursery to sixth form, and in adults.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- changes their usual routine
- is unwilling to go to school (school phobic)
- becomes withdrawn anxious, or lacking in confidence attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares/ bed wetting
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully) has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen) becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

What the school does to work against bullying

We believe that prevention is better than cure, so we work to encourage the caring side of children's nature and to ensure that they are well supervised: The staff do this by:

- arriving punctually for the start of classes and playground supervision;
- looking out for potential trouble spots and situations when on duty;
- treating children and other adults with respect;
- encouraging cooperation and a caring ethos throughout the school and in each class (e.g. home corner, collaborative reading and circle time etc);
- discussion and circle time as part of the PSHE curriculum;
- assemblies which frequently have themes related to caring and cooperation

When is it bullying?

Bullying and bossiness or bullying and boisterous behaviour may be distinguished as follows:

Bullying	Bossiness/Boisterous Behaviour
<ul style="list-style-type: none">• A focus on weaker or more timid children, and with increasing reliance on threats and force;• A willful and conscious desire to hurt, threaten and frighten;• Spoiling other children's activities and play, showing violence and hostility;• rough, intimidating behaviour.	<ul style="list-style-type: none">• Bossing whoever is around at the time;• Children usually grow out of it as they mature and learn social skills;• More natural and uncontrolled, not vindictive, high spirited, not unfriendly

Who can children tell?

Children know that staff will always listen to their concerns. The class teacher is often the first person they will speak to. At playtime at least two adults are on duty in each yard including at least one teacher. At lunchtime there are lunchtime supervisors, support staff and senior supervisors on duty. Children are constantly reminded that any problems can be brought to any member of staff during play and lunch breaks.

Communication

Communication between staff, and between home and school, is essential. One person may only see part of a cumulative pattern of bullying which, in isolation does not seem very significant, but which forms part of a more serious problem. Staff on duty at playtime and lunchtime ensures that any incidents are reported to the class teacher, who will report the position quickly to the phase leader, headteacher or deputy head as appropriate. Parents of both victims and bullies are informed at an early stage, and their help is enlisted in resolving the issues. Parents who are concerned about their child's welfare, and who feel that their child may be being bullied should discuss the issue in the first instance with the class teacher, and then with the headteacher if the problem persists. Staff use CPoMs to log any incidents.

Action taken when an incident occurs

All incidents are investigated and taken seriously. The school will take the following action:

- support children who report that they feel they are being bullied;
- apply a hierarchy of sanctions to the bully, consistent with the school discipline policy;
- record incidents of bullying in a consistent way via CPoMs that allows for the monitoring of behaviour

Formal procedure for complaints

We aim for prevention rather than cure but if a formal complaint has been received, then the procedure is as follows:

1. complaints will be handled by the class teacher (in close consultation with the headteacher) and subsequently by the headteacher if appropriate;
2. all incidents will be recorded;
3. parents are involved.

If further action is required:

4. report to governors;
5. the school and LA's official complaints procedure is invoked and followed.

APPENDIX A

Books For Children

Feeling Happy, Feeling Safe. Michele Elliott, Hodder & Stoughton. Colour picture book involving children in learning what to do about getting lost, bullies, secrets and other personal safety issues. Ages 3-6.

The Willow Street Kids. Michele Elliott, Pan MacMillan. This book weaves a story around a group of children and how they keep safe. Ages 7-11.

The Bullies Meet the Willow Street Kids. Michele Elliott, Pan Macmillan. The Willow Street Kids enter secondary school and have to cope with bullying. Ages 7-11.

The Angel of Nitshill Road by Ann Fine. How a group of children defeat a classroom bully.

For Parents

Fighting, Teasing and Bullying: simple and effective ways to help your child. Dr John Pearce, Thorsons. Practical advice for parents.

AGENCIES

Further advice can be sought from:

The Educational Psychologist or Education Welfare Officer Child Guidance Centre (see local directory under your Council) Citizen's Advice bureau (local directory)
Children's legal Centre

TELEPHONE HELP LINES

Childline 0800 1111

