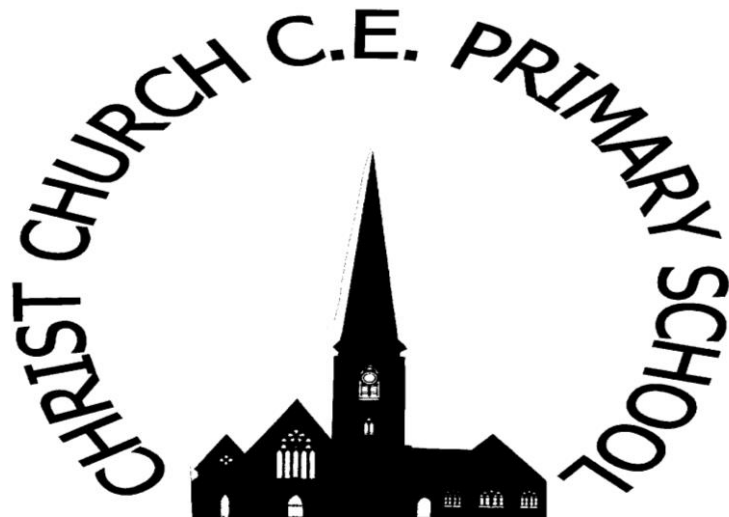


Christ Church C of E Primary School

ANTI-BULLYING POLICY



Reach for the Stars

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Vision, Values and Mission Statement

Vision

Reach for the Stars – Living Life in all its fullness

Thriving on diversity and underpinned by Christian values, Christ Church is an inclusive school where everyone is welcome and valued. Our vision is to shepherd each other in a safe, loving environment, whilst building a solid foundation to encourage and inspire us to reach for our own star.



Values

- ❖ As a church school our foundations for living and learning are the life and teaching of Jesus Christ. The message of God's love for all and the Christian values of **respect, friendship, love, forgiveness, perseverance and trust** are at the heart of all school life.

Mission

- ❖ Our mission is to develop independent learners with active and creative minds whilst providing opportunities to reflect and ask some of the "*big questions*" of life.
- ❖ We put the wellbeing and spiritual development of our children first, enabling them all to flourish and be the best they can be.
- ❖ We help children to become confident and successful learners by discovering their gifts and talents. We appreciate hard work, encourage perseverance and resilience and celebrate achievement.
- ❖ We seek to engender the joy and wonder of learning by providing a creative and challenging curriculum using the local community and beyond which makes learning vivid, real, enjoyable and fun.
- ❖ We promote moral development, aspiration and hope. We provide opportunities for our children to engage in social action and be courageous advocates for change in our local, national and global communities.
- ❖ We develop social growth and an understanding and compassion for others. Through the practice of forgiveness and reconciliation we encourage good mental health to enable all to live well together.
- ❖ We create a school environment that embraces difference where all children are equal. We cherish each other and ourselves, and form healthy relationships offering respect, kindness and dignity.
- ❖ We work as a team, listening to children, considering their views and their parents and involving them in decisions that affect them. We encourage partnerships with governors, parents, our local parish community and the diocese. We promote partnerships locally, nationally and globally in order to become active citizens, global champions and responsible stewards of our world.

1. Rationale

Christ Church is a nurturing school with a Christian ethos and as such is committed to providing a welcoming, caring and friendly environment for all of our pupils so they can learn in a relaxed and safe atmosphere. Values of respect, friendship, love, forgiveness, perseverance and trust are embedded in all areas of school life.

We value all God's children: everyone is unique and special and so bullying of any kind is unacceptable. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

Policy Intent

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

2. What Is Bullying?

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
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet ,such as email & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology, i.e. camera & video facilities

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

3. 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;
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine;
- is unwilling to go to school (school phobic);
- begins to truant;
- becomes withdrawn anxious, or lacking in confidence;
- starts stammering;
- attempts or threatens suicide or runs away;
- cries themselves to sleep at night or has nightmares;
- 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

4. IMPLEMENTATION

a) Prevention

At Christ Church we foster a Christian ethos of care and respect for each other. We endeavour to prevent bullying using various strategies including national initiatives which promote respect for differences.

These include:

- school rules and school values;
- discussing and agreeing classroom rules;
- having discussions about bullying and why it matters;
- school questionnaires;
- Thrive, Zones of regulation and nurture groups;
- PSHE and RHE schemes of work;
- themes in collective worship;
- buddy schemes;
- annual anti-bullying week involving workshops;
- annual *Show Racism the Red Card* and World Afro Day;

- Black History Month, Gypsy, Roma and Traveller History Month, South Asian Heritage Month, Pride Month;
- pupil panel and class voice boxes.

b) Procedures

- Report bullying incidents to staff. There are a range of ways that children can report bullying, e.g. directly or use of voice box.
- A victim of bullying will be supported and reassured.
- The incidents will be recorded by staff and reported to the head teacher.
- Parents should be informed and will be asked to come into a meeting to discuss the incident
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
- Sanctions will be clarified and agreed. Targets will be set in joint discussion with the bully and their parents.
- An attempt will be made to help the bully (bullies) change their behaviour.
- If necessary and appropriate, police will be consulted

c) Helping the Victim

- Victim will be listened to and offered daily support from a named adult in school and offered participation in the nurture group.
- A named staff member will be identified for daily check-ins in the first instance.
- The victim will be encouraged to keep a diary/make notes of past bullying and any further bullying that might take place.
- Supply staff will be made aware of bullying incidents in school.
- There will be regular review meetings- initially weekly, then monthly and termly in order to ensure bullying has ceased.
- The victim and their family will be provided with a list of useful contacts
- Childline 08001111
www.childline.org.uk
www.bullying.co.uk
www.DCSF.co.uk – Don't Suffer in Silence

A google search on bullying will produce many other resources

d) Helping the bully

- Discussion
- Discovering why the person became involved
- Establishing the wrong and the need to change
- Informing parents/ carers to help change the attitude of the person
- Thrive and Zones of regulation
- Nurture group participation
- *Anger Busters* Programme
- Referral to outside agencies if needed, e.g. Counselling
- Home –school coordinator liaison between home and school

e) Sanctions

- Official warning to cease offending/ parents informed and records kept.
- Signing a behaviour contract – child/ parent/ head teacher

- Pupil will go on report with agreed targets and time scale signed by child/ parent / head teacher
- Loss of responsibilities and privileges
- Loss of playtime(s)
- Exclusion from certain areas of the school premises including class and after school clubs for a fixed term period
- Incidents will be recorded on Newcastle Arc web site
- Exclusion from school – minor fixed term
- Exclusion from school major fixed term
- Permanent exclusion

Outcomes

- The bully (bullies) will be asked to genuinely apologise. Other consequences may take place.
- In serious cases, suspension or even exclusion will be considered.
- If possible, the pupils will be reconciled.
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

5. IMPACT

- Children feel safe and enjoy learning in school.
- Bullying is rare and procedures are robust.
- All governors, teaching and non-teaching staff, pupils and parents have an understanding of what bullying is.
- All governors and teaching and non-teaching staff know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents know what the school policy is on bullying, and what they should do if bullying arises.
- Pupils and parents are assured that they will be supported when bullying is reported.

6. Monitoring, Evaluation and Review

The school will review this policy annually. Its implementation and effectiveness will be assessed through informal monitoring of behaviour around school and evaluation of monitoring incidents.

Last review September 2025