



Christ The King

Policy: Anti-Bullying

Non- Statutory Policy

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Committee Responsible:

Teaching & Learning

Policy Ref No: 61

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Anti-Bullying Policy

Introduction

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. 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. We will respect the confidentiality of the child who tells us about bullying where possible.

Links to our Child Protection Policy

In our school we believe that our work should reflect our Mission Statement. The health, safety and well-being of all our children are of paramount importance to all adults who work in our community. Our children have the right to protection, regardless of age, gender, race, culture or disability. They have a right to be safe in our school and to be respected. The atmosphere is one that encourages all children to do their best. We provide opportunities that enable our children to take and make decisions for themselves. Our teaching of personal, social and health education and citizenship, as part of the RE programme and National Curriculum helps to develop appropriate attitudes in our children and makes them aware of the impact of their decisions on others. We also teach how to recognise risks in different situations, and how to behave in response to them.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school in which bullying is regarded as unacceptable.

We aim, as a school, to produce a safe and secure environment where all children can learn without anxiety.

The policy aims to produce a consistent school response to any bullying incidents that may occur.

Definition of Bullying

Bullying is, 'Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally.' (DfE 'Preventing and Tackling Bullying', March 2014)

Bullying can include:

- Name calling;
- Taunting;
- Mocking;
- Making offensive comments;
- Kicking or hitting;
- Taking belongings;
- Producing offensive graffiti;
- Gossiping;
- Excluding people from groups;

- Spreading hurtful and untruthful rumours.

This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, Instant Messaging, through websites and social media sites and apps, and sending offensive or degrading images by mobile phone or via the internet.

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race religion or culture;
- Bullying related to Special Educational Needs or Disability;
- Bullying of young carers, children in care or otherwise related to home circumstances;
- Bullying related to appearance or physical/mental health conditions;
- Bullying related to sexual orientation (homophobic bullying);
- Sexist, sexual and transphobic bullying;
- Bullying via technology – ‘cyberbullying’.

Roles and Responsibilities

Governors

The governing body supports the headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken seriously and dealt with appropriately.

The governing body monitors all incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the headteacher to keep accurate records of all incidents of bullying within the school and to report to the governors termly on any recorded incidents of bullying within the school. They may also request information on the effectiveness of school anti-bullying strategies.

The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the headteacher and asks him to conduct an investigation into the case and to report back to a representative of the governing body.

Headteacher

It is the responsibility of our headteacher to implement the school anti-bullying strategy and to ensure that all staff are aware of the school policy and know how to deal with incidents of bullying. He reports to the governing body about the effectiveness of the anti-bullying policy termly.

Our headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. He draws the attention of children to this fact at suitable moments. For example, if an incident occurs, he may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong.

Our headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying. He sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

All adults who work in our school

All adults in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep records of all incidents that happen in class and in the school.

If adults witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time we inform the child's parents.

We keep a playtime logbook in the staffroom where we record all incidents of bullying that occur during lunch and break times. If we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and consequences for the child who has carried out the bullying.

We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we invite the child's parents into school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the headteacher may contact external support agencies such as Behaviour Support or Child and Family Services.

Under the *Children's Act (1989)* a bullying incident may be addressed as a child protection concern if there is, *reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm*. Where this is the case reference should be made to the school's *Child Protection Policy* and the Designated Safeguarding Lead should be informed.

Our staff attempt to support all children in each class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of the children, we aim to prevent incidents of bullying.

Parents

Parents, who are concerned that their child might be being bullied, or who suspect that their child may be bullying other children, should contact their child's class teacher immediately.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

Monitoring and Reviewing

This policy is monitored on a day-to-day basis by the headteacher, who reports to governors about the effectiveness of the policy.

This anti-bullying policy is the governors' responsibility and they review its effectiveness

regularly. They do this by discussion with the headteacher and by analysing information.

Supporting Organisations and Guidance

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Beat Bullying: www.beatbullying.org
- Childline: www.childline.org.uk
- DfE: “Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies”, and “Supporting children and young people who are bullied: advice for schools” March 2014: <https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- DfE: “No health without mental health”:
<https://www.gov.uk/government/publications/no-health-without-mental-health-a-cross-government-outcomes-strategy>
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

Cyberbullying

- Childnet International: www.childnet.com
- Digizen: www.digizen.org
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk

LGBT

- EACH: www.eachaction.org.uk
- Pace: www.pacehealth.org.uk
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance: 'All Together Programme' www.anti-bullyingalliance.org.uk
- DfE: SEND code of practice: <https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>

Racism and Hate

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Show Racism the Red Card: www.srtrc.org/educational