

Anti-Bullying

Approved by the Governors: 13th May 2024

1. Introduction

The school's Christian ethos and values means that everyone in our community has the right to feel safe and supported so they can reach their potential and flourish. Our vision is for all students to live, 'Life in all its fullness' (John 10:10).

All forms of bullying are unacceptable in our school.

This policy links to the following school policies:

- Safeguarding
- Behaviour
- Acceptable Use of IT agreement

2. Aims of the Policy

Our anti-bullying policy aims to:

- To ensure that children learn in a supportive, caring and safe environment, without fear of being bullied.
- Promote respect and tolerance for each other, understanding that as individuals we may see each situation from different perspectives to others.
- To ensure there are measures to prevent all forms of bullying within school.
- To clarify what bullying is and that it is always unacceptable.
- To promote an environment where children feel they can trust and tell adults if they are being bullied or know about any bullying.
- To ensure that all staff are alert to signs of bullying.

3. Definition of Bullying

"The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online" (Anti-Bullying Alliance definition)

Bullying can be (but not limited to):

- Verbal – name-calling, sarcasm, spreading rumours, teasing
- Physical – pushing, kicking, hitting, punching or any use of violence
- Emotional – being unfriendly, excluding, tormenting – threatening gestures
- Racist – racial taunts, graffiti, gestures, name-calling
- Sexual and sexist – unwanted physical contact or sexually abusive comments
- Homophobic/biphobic/transgender – because of, focusing on the issue of sexuality or identity
- Damage to property or theft – personal items being damaged or taken
- Cyber Bullying – carried out through electronic communication, comments made by text, email or other forms of social media. It also includes the misuse of associated technology
- Aimed at vulnerable groups – comments made to students classed as vulnerable

- Child on child abuse – children are capable of abusing their peers. Abuse will not be tolerated or passed off as “banter”, “part of growing up” or “just having a laugh”. All abuse is unacceptable and will be taken seriously.

4. Signs and symptoms of Bullying

The following may be indicative of a student being the victim of bullying or as a result of other concerns:

- Absence from school - look for patterns Missing certain lessons – truanting
- Change in behaviour/personality
- Frequent visits to staff to report illness
- Torn/dirty clothes
- Physical injury – bruising – cuts etc.
- Reluctance to leave classroom at the end of lessons
- Attention seeking behaviour
- Unusual aggression or unusual reticence
- Changes in work pattern both homework and classwork
- Changes in friendship group
- Student who suddenly becomes isolated
- Student who is regularly the source of teasing by others
- Refusal to participate in activities which are not directly supervised by an adult
- Reluctance to participate in PE and get changed in communal changing rooms
- Is bullying other children or siblings
- Gives improbable excuses for any of the above.

5. Preventing Bullying

The school takes proactive measures to prevent bullying taking place.

- All students are expected to follow the school rules: Be Ready, Be Respectful, Be Safe
- Maintain high standards of behaviour and conduct in all aspects of school life
- Regularly raise awareness of the systems for reporting bullying and ensure that staff, students and parents have clear strategies for reporting bullying concerns
- Ensure that potential bullies and victims are aware that support, help and action will follow any incidents of reported bullying
- Regularly remind students and staff that all incidents of bullying should be reported directly or indirectly to a school member of staff
- Ensure break and lunchtimes are adequately supervised
- Ensure that the school premises and environment are maintained and improved as a preventative measure
- Embed anti-bullying messages into the personal development curriculum, collective worship, assemblies and other relevant curriculum areas
- Student Form/Year Reps to promote anti-bullying messages and peer-mentors to support victims
- Promote anti-bullying messages and participate in national and local campaigns e.g. National Anti-Bullying Week
- Conduct stakeholder surveys including questions on anti-bullying on a regular basis

6. Response to Incidents of Bullying Behaviour

When receiving a report of bullying the school will:

- Take all disclosures or allegations of bullying seriously and offer reassurance that anyone reporting bullying will be listened to, and supported.
- Take any immediate actions to ensure the victim is safe from harm.
- Communicate with parents/carers throughout.
- Investigate the reported behaviours, including taking witness statements where necessary and reviewing CCTV if appropriate.
- Decide on any appropriate sanctions under the school's behaviour policy, including exclusion for serious or repeat cases.
- Agree appropriate strategies to support students (see section 9).
- Facilitate restorative conversations where appropriate and all students agree.

Parents or relatives must not approach (in person or via social media) other students to resolve an issue. This must be left to the school or external agencies.

In more serious cases it may be necessary to involve external agencies in the response to bullying issues e.g. Police, Early Help, Children's Services referrals.

7. Reporting and Recording Incidents of Bullying

We encourage all members of our school community (victims, parents, witnesses and peers) to report bullying concerns immediately.

Students can report concerns by:

- Speaking to any adult in school they feel comfortable in approaching
- Sending a member of staff an email, Epraise message or via Google Classrooms
- Using the Bullying alert on Epraise
- Asking a parent or friend to contact the school on their behalf

Parents can report bullying by contacting their child's Form tutor, Year Leader, Pastoral Manager, member of the safeguarding team or reception via telephone or email.

Staff must record all incidents of bullying on SIMS and Safeguard (if there are any safeguarding concerns).

School leaders will regularly (normally half-termly) analyse data on bullying to identify any trends and further preventative strategies required. Governors will review bullying data at least annually.

All staff are made aware that safeguarding issues can manifest from any of the types of bullying above and how this should be dealt with and reported.

8. Supporting Students

We are committed to providing any victim with the support they need to continue with their education in an environment free from the fear of bullying. In order to do this the school may:

- Offer them an immediate opportunity to talk about the experience
- Immediate action to stop the incident and secure the child's safety
- Mediate between the bullies and victims
- Provide mentoring
- Inform the victim's parents and carers

- Discuss with parents and carers what support their child may need
- Take measures to restrict the contact between students
- Offer continued support when they feel they need it
- Make referrals to external agencies if required

Review Date: Summer Term 2025