



Christ The King Federation

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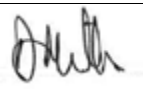


Anti Bullying Policy

FEDERATION MISSION STATEMENT

Christ The King Federation is a community called by God to work collaboratively for the common good; providing an environment that nurtures and inspires pupils to realise their potential, as we journey together.

This federation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment

Document Detail	
Category:	Curriculum
Authorised By:	Curriculum & Pupil Related
Chair of Governors Signature:	

Issue:	
This policy was formally adopted by the Full Governing Body on:	Autumn 2022
Review Date:	Autumn 2024 or sooner if deemed necessary

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At Christ The King Federation, we believe that every individual is made in the image of Christ and should be treated with care and respect at all times.

We know that all pupils and staff learn best in a secure and happy environment and as such we have a **zero tolerance** approach to bullying. Christ The King Federation recognises that bullying, especially if left unaddressed, can have a devastating effect on individuals. It can create a barrier to learning and have serious consequences for mental well-being. By effectively preventing and tackling bullying, our Federation can help to create a safe and disciplined environment, where pupils are able to learn and fulfil their potential.

As a 'TELLING School' ALL members of our Federation community have a duty to **REPORT** bullying to a member of staff so that it can be dealt with swiftly and effectively. Anyone being bullied needs to **TELL** at the earliest opportunity.

Aims of this policy:

- To ensure pupils know what is meant by bullying, and have strategies to respond;
- To ensure that staff and parents recognise bullying and know how to deal with it;
- To deal with bullying swiftly when it occurs;
- To prevent bullying happening in school;
- To promote school values, which reject bullying behaviour and promote co-operative behaviour;
- To ensure all members of our community feel responsible for, and able to, help to reduce bullying.

Links with other school policies and practices:

- Behaviour Policy;
- Complaints Policy;
- Child Protection Policy;
- Online safety and acceptable use policy and agreement;

Links to legislation

There are a number of pieces of legislation, which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These include, but are not limited to:

- The Education and Inspection Act 2006, 2011;
- The Equality Act 2010;
- The Children Act 1989;
- Protection from Harassment Act 1988;

- Public Order Act 1986.

Responsibilities

It is the responsibility of:

- The Executive Head Teacher and each Head of School to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably;
- Federation Governors to take a lead role in monitoring and reviewing this policy;
- All staff, including governors, senior leadership, teaching and non-teaching staff to support, uphold and implement this policy accordingly;
- Parents/carers to support their children and work in partnership with the school;
- Pupils to abide by this policy.

Governors

Governors have a duty to:

- Be fully informed on matters concerning anti-bullying;
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy;
- Identify one governor to be the nominated 'link' within the leadership team.

Our link governor is: Mr David Mills

What is bullying?

'Bullying is deliberate harassment or an aggressive act which causes hurt to another. The hurt can either be physical or psychological, inflicted by one child or a group'.

[NSPCC](#)

A child friendly version of the definition: <i>Being bullied is when you are afraid of what someone keeps saying or doing to you.</i>
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'Bullying is an imbalance of power which is used to either defame, harass, intimidate or upset another person.' - [Anti-bullying charity Ditch the Label](#).

Bullying is remembered by the acronym **S.T.O.P.** (**S**everal **T**imes **O**n

Purpose) Any form of intentional behaviour, which strives to hurt another, is viewed as bullying.

This may be:

- **Physical** - hitting, kicking, punching, spitting, pushing or any other form of physical violence.
- **Verbal** - name calling, threats, teasing, sarcasm, gossip, spreading lies.
- **Emotional** - deliberately excluding someone, giving dirty looks, hiding another person's belongings.
- **Prejudiced based** - This form of bullying is generally driven by negative attitudes towards another group of people, or because the selected victim is seen as 'different' in some way. This can include racial, religious, cultural, homophobic, sexist, sexual and transphobic bullying or the bullying of children with SEND (Special Educational Needs or Disability)
- **Cyber** - misuse of social networking sites, mobile phones, email, camera, video i.e. using any sort of technology to hurt another or to incite others to hurt another.

What to do if being bullied:

- The person being bullied or anyone who is aware of bullying going on should **TELL** an adult they trust.
- If worried/anxious about talking to someone, write down what the problem is and place in the class 'worry box.' (Pictorial version available for children in EYFS/Key Stage 1)

What happens next?

- Once the incident has been reported, a member of staff will talk to the victim, offer comfort, support and reassurance that action will be taken.
- The facts of the incident(s) will be recorded on a blue sheet (see attached appendix for format) by the adult and the child concerned will be encouraged to write down what happened in their own words to support the record.
- The bully will be spoken to separately and asked to record in writing the account from their point of view. It will be made very clear that

bullying is unacceptable and will not be tolerated.

- A record of the incident(s) will be given to the Heads of School who will discuss the matter with the class teacher. The record will then be kept in the bullying file in the Executive Head teacher's office. This will include recording appropriate details regarding decisions and actions taken.
- The parents of both the bully and the victim will be informed and invited in to discuss the matter with the child and the Head of School and a way forward will be decided. This will usually be done separately and will be within 5 working days.
**Please be aware that we cannot discuss any other child except your own.*
- The school's Well-being Mentor, Mrs Punshon and other relevant members of staff such as Midday Supervisors will be informed of the situation and then monitor the individuals involved to ensure that bullying does not reoccur.
- If appropriate the Wellbeing Mentors, Mrs Punshon, may arrange opportunities for the children to work together in the future to 'build bridges'.
- Appropriate sanctions will be given depending on the nature and severity of the incident. This may take the form of missed playtimes, internal/external exclusions. The bully will be asked what they can do to make things right.
**Sanctions will be in line with the school Behaviour Policy.*
- The victim will be given the opportunity to take part in 'Restorative Justice' with the class teacher or member of Senior Leadership Team. Restorative Justice gives the victim to meet with the bully face to face in a safe and supervised setting and talk through the impact that bullying has had, or is having, on them. Restorative Justice is designed to empower the victims and to help the perpetrator understand the human consequences of their behaviour.

Meetings

When you meet with a child to talk about their behaviour make sure it is the best conversation possible by:

- Doing something active while you talk, never sitting across a table, it isn't an interview. Walk and talk, play with play dough, tidy the resources.
- The meeting isn't a prelude to an apology. Don't set it up to be so.

into

- Give the meeting the time it deserves, it can't be squeezed into a couple of minutes. Plan for 10 minutes.
- Choose 3-5 questions only and differentiate them for age.
- Often the most important questions for development are around who else has been affected, it teaches and encourages empathy.
- Don't mention the meeting or agreements that you made in a one to one meeting in front of the class.
- Give the pupil the questions before the meeting.
- Don't mix consequences into this meeting. Either the treatment or discussion of them. It will taint the discussion and mean that it is never truly restorative.
- Be content that the conversation never seeks to question the teachers authority. It is a search for reflection, understanding and a new start.

Restorative Questions

- What happened?
- What was unusual about today's lesson?
- What were you thinking at the time?
- How did you feel at the time?
- What have you thought since?
- Why do you think things went wrong?
- Who might have been affected by your actions?
- How have they been affected?
- What would make it easier for us to work together?
- What would make the next lesson go really well?
- How can we repair this?
- Where do we go from here?
- Who could help us with the next steps?
- If you had the lesson again what would you change?

Supporting Pupils

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing continuous support;
- Offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding lead, or a member of staff of their choice;
- Being advised to keep a record of the bullying as evidence and discuss

- how to respond to concerns and build resilience as appropriate;
- Working towards restoring self-esteem and confidence;
- Providing on-going support - this may include: working and speaking with staff, offering formal counselling, engaging with parents and carers;
- Organising a playtime buddy, if the child feels that this would be helpful;
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance. This could include support through Early Help or Specialist Children's Services, or support through Emotional Well-being and Mental Health Service (EWMHS).

What we will do to prevent bullying happening in school:

All pupils will be made fully aware of what bullying is and how such incidents will be dealt with.

Anti-bullying posters will be on display around the school. Each classroom will have a STOP sign and regularly review the meaning of bullying, as well as how to report bullying.

The annual whole school 'Anti-bullying' week/fortnight will be used to specifically raise awareness of bullying behaviour and strategies to prevent it happening but the key messages will be reiterated throughout the year on a regular basis.

Whole school or key stage assemblies about cyber-bullying, behaviour and caring for one another will supplement this. We will also use a variety of other opportunities such as: Circle Time, PSHE lessons, drama/role-play, class discussions and one to one talks with buddies/members of staff.

The whole school community will:

- Create and support an inclusive environment, which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all;
- Openly discuss differences between people that could motivate bullying, such as: religion, ethnicity, disability, gender, sexuality or appearance related difference. Also children with different family situations, such as looked after children or those with caring responsibilities;
- Challenge practice and language, which does not uphold the values of tolerance, non-discrimination and respect towards others;
- Be encouraged to use technology, especially mobile phones and social media positively and responsibly;
- Celebrate success and achievements to promote and build a positive school ethos.

Pupils will be taught that:

- Bullying is unacceptable anywhere, inside or outside school.
- Bullying is **S.T.O.P** (Several Times On Purpose).
- As a **TELLING** School we are **ALL** responsible for reporting bullying to a member of staff. It means that even if the victim is too afraid to tell an adult, all bystanders know that it's their duty to do so and that they won't be accused of telling tales. It is a deterrent because the bully knows that he or she won't get away with it.
- All allegations or suspicions of bullying will be fully investigated.
- Bullying contravenes the mission statement of the school.
- Adults will aim to be consistent in the way they deal with bullying, using the agreed guidelines.
- There will be consequences for those who bully. * [Sanctions will be in line with the School Behaviour Policy.](#)

Children who feel they are being bullied should:

- Say '**STOP! I don't like it when you do that**' (state the bullying action or words)
- Put a hand up (palm facing) to the bully as they say the above.
- Walk away.
- **TELL** an adult as soon as possible.

If a child sees someone being bullied they should:

- **TELL** an adult/call for help.
- Support the person being bullied.
- Not stand by and watch.
- Not join in or provoke further bullying.

A bullying situation can be complex and demand handling in a sensitive and understanding manner. The effects of bullying can be longstanding and have a profound effect on those concerned. It is therefore imperative that all alleged incidents of bullying are followed up and dealt with promptly and effectively for the good of all concerned.

Pupils who have perpetrated the bullying will be helped by:

- Discussing what happened, establishing the concern and the need to change;
- Informing parents/carers to help change the attitude and behaviour of the child;
- Providing appropriate education and support regarding their behaviour or actions;
- If online, requesting that content be removed and reporting accounts/content to service provider;
- Sanctioning, in line with school behaviour/discipline policy; this may include official warnings, exclusions, removal of privileges (including online access when encountering cyber bullying concerns).
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance. This may include involvement from the Police or referrals to Early Help, Specialist Children's Services, or Emotional Well-being and Mental Health Service (EWMHS).

We are fully committed to the health and well-being of all our children and expect all who are in our Federation community to support the **zero-tolerance** approach we have towards bullying.

Policy and Support

The Federation will:

- Regularly update and evaluate our practice to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour;
- Take appropriate, proportionate and reasonable action, in line with existing school policies, for any bullying brought to the schools attention, which involves or effects pupils, even when they are not on school premises; for example, when using school transport or online, etc.;
- Implement appropriate disciplinary sanctions; the consequences of bullying will reflect the seriousness of the incident, so that others see that bullying is unacceptable;
- Use a variety of techniques to resolve the issues between those who bully, and those who have been bullied.

Involvement of pupils

We will:

- Regularly canvas children and young people's views on the extent and nature of bullying. School Council will be involved in a regular review with the pupils;

- Ensure that all pupils know how to express worries and anxieties about bullying;
- Ensure that all pupils are aware of the range of sanctions, which may be applied against those engaging in bullying;
- Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum;
- Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have.

Involvement and liaison with parents/carers

We will:

- Take steps to involve parents and carers in develop policies and procedures, to ensure they are aware that the school does not tolerate any form of bullying;
- Make sure that key information about bullying (including policies and named points of contact) is available to parents/carers in a variety of formats;
- Ensure all parents/carers know who to contact if they are worried about bullying;
- Ensure that parents work with the school to role model positive behaviour for pupils, both on and offline;
- Ensure all parents/carers know about our complaints procedure and how to use it effectively, to raise concerns in an appropriate manner.

Monitoring and review: putting policy into practice

- The Federation will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied;
- Any issues identified will be incorporated into the school's action planning;
- The Executive Head Teacher will be informed of bullying concerns, as appropriate;
- The named Governor for bullying will report on a regular basis to the
- governing body on incidents of bullying, including outcomes.