

## Anti-Bullying Policy

### Statement of Intent

We are committed to providing a caring, friendly and safe Christian community for all of our pupils so that they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable in any of the schools in the federation. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We expect anyone who knows that bullying is happening will tell an appropriate adult.

### What is bullying?

Bullying involves dominance of one person by another, or a group of others, is pre-meditated and usually forms a pattern of behaviour. Bullying is therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult for victims to defend themselves against.

Bullying can be:

Emotional	Being unfriendly, excluding, tormenting (e.g. hiding possessions, 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, Transphobic & biphobic	bullying motivated by prejudice against lesbian, gay, bisexual, trans or non-binary (LGBT) people
Verbal	Name-calling, sarcasm, spreading rumours, teasing
Indirect	Spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, sending malicious e-mails or text messages on mobile phones/ social networking sites (please refer to separate cyber bullying policy)

It is important that children, staff and parents all have a clear understanding of what bullying is. This will prevent bullying being mistaken for children falling out with each other or incidents where a child has been hurtful or unkind towards another child. These incidents will be dealt with through the individual school's behaviour policy.

### 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. Victims often become bullies so it is important that pupils who are bullying need to learn

different ways of behaving. The school has a responsibility to respond promptly and effectively to issues of bullying through its promotion of the Christian Value of justice.

As Christian schools within our federation, we strongly promote the value of forgiveness through our anti-bullying policy. If bullying has taken place, it is not our intention to label someone as a 'bully'. Children will make mistakes in life and it is our role to help them to learn from these and make good decisions moving forward by promoting the school's Christian Values. Telling children to keep away from or stay away from other children is not a long term solution when teaching about effective relationships. The school encourages learning to live well together and disagreeing well together.

### Objectives of this Policy

- For all governors, teaching and non-teaching staff, pupils and parents to have an understanding of what bullying is.
- For all governors, teaching and non-teaching staff to know what the school policy is on bullying and follow it when bullying is reported.
- For all pupils and parents to know what the school policy is on bullying and what they should do if bullying arises.
- For the school to take bullying seriously.
- For pupils and parents to be assured that they will be supported when bullying is reported.
- For all stakeholders to understand that bullying will not be tolerated.

### Procedures

1. Report incidents to staff.
2. In cases of serious bullying, the incidents will be recorded by staff on green paper and placed in the pupil's file. Parents will be informed and asked to come in to discuss the problem.
3. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
4. An attempt will be made to help the bully/bullies change their behaviour.
5. Work will be done with victims and bullies to address and resolve the situation through the promotion of the Christian Values of compassion and forgiveness.

### Cyber-bullying

Technology is becoming more widely used as a vehicle for bullying. The federation recognises this and has written a separate policy. Please read the e-Safety Policy for further details.

### Curriculum

The message that bullying is not acceptable is re-iterated at certain times within our curriculum, where appropriate. For example:

- Within PSHCE lessons/ discussions

- During circle time
- Throughout "Anti-Bullying Week"
- Within the Christian Value themes that we promote through our collective worship.

### Outcomes

- The bully/bullies will be asked to genuinely apologise. Other consequences may take place.
- Where 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.

### Monitoring

The implementation of this policy will be monitored by the Senior Leadership Team. The policy will be reviewed every 3 years.

This policy was last reviewed in November 2018. It was written by Mr. A. Firmin.