

**CHRIST CHURCH (CHURCH OF ENGLAND)  
INFANT SCHOOL & NURSERY**

**CHRIST CHURCH (CHURCH OF ENGLAND)  
JUNIOR SCHOOL**

**“Working together to build a strong foundation  
through faith and learning.”**



## **Anti-Bullying Policy**

Proverbs 22:6 Start children off on the way they should go: and even when they are old, they will not turn from it.

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Policy Review: October 2022

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**CHRIST CHURCH, CHURCH OF ENGLAND, INFANT SCHOOL AND NURSERY  
AND CHRIST CHURCH, CHURCH OF ENGLAND, JUNIOR SCHOOL.**

**ANTI-BULLYING POLICY**

*Christ Church Infant School and Nursery and Christ Church Junior School are Church of England Voluntary Controlled Schools. This reflects a partnership between the Church and the State in providing education for all within a distinctly Christian context. Historically these schools were founded and maintained by Christ Church, Tettenhall Wood for the children of the neighbourhood. Although maintained financially through the Local Authority, the schools are still Christian Schools, in which Christian worship, teaching about the Christian faith and a community life within a Christian atmosphere are cultivated.*

At Christ Church staff, parents, governors and children work together to create a happy, caring, learning environment. Bullying, either verbal, physical or indirect will not be tolerated. It is everyone's responsibility to aim to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

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 a member of staff.

Bullying can be brought to the attention of staff either by the victim(s), their friend(s), their parent(s) or other interested people. Children who wish to make the Executive Head teacher/ Head of school aware of bullying or a concern can do so either in person or by using the 'Worry Box' in the dining area.

**What is Bullying?**

Bullying can be described as being 'a deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully. It can range from ostracising, name-calling, teasing, threats and extortion, through to physical assault on persons and/or their property. It can be an unresolved single frightening incident which casts a shadow over a child's life, or a series of such incidents.'

Bullying is recognised as being:

- a) Physical – i.e. where the victim is physically hurt by the actions of a bully, e.g. hitting, kicking, punching, slapping, pinching, pushing or any use of violence.
- b) Emotional- being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures).
- c) Racist – racial taunts, graffiti, gestures.
- d) Sexual – unwanted physical contact or sexually abusive comments.

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- e) Homophobic – because of or focussing on the issue of sexuality.
  - f) Verbal – name calling, sarcasm, spreading rumours, teasing.
  - g) Cyber – all areas of the internet, such as e mails and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology, i.e. camera & video facilities.
  
  - h) Mental – where there may be no visible marks of physical contact but where the feelings of the victim are hurt, remarks of any kind which call another person's existence into question because they are different in some way.

### **Aims**

This policy will give a clear message that bullying will not be tolerated at Christ Church, Church of England, Infant School and Nursery or Christ Church, Church of England, Junior School. It will clearly identify the procedures that will be followed to deal with incidents of bullying and prevent their reoccurrence. Children and staff at Christ Church should be able to come to school and feel safe. They should be able to report instances of bullying without fear of recrimination. This policy will give clear guidance to staff, children and parents on what procedures are followed to prevent bullying and dealing with instances that are identified or reported. It will provide a consistent approach to dealing with bullying.

Bullying will not be tolerated within the community of Christ Church.

In the event of an incident involving physical harm to another pupil the Executive Headteacher has the discretion to go directly to the Formal Procedure within the Behaviour Policy. The parents of all children involved in such an incident will be informed of the situation at the earliest opportunity.

### **Procedure**

*Strategies for dealing with a reported incident of bullying.*

The following is a list of actions available to staff depending on the perceived seriousness of the situation.

The emphasis is always on a caring, listening approach as bullies are often victims too – that is why they bully.

- Discussions with the victim. This will require patience and understanding. Remember – Listen, believe, act.
  
- Identify the accused child. Obtain witnesses if possible. Advise the Executive Headteacher/Head of School.
  
- Discussions with the accused. Confront them with the details and ask them to tell the truth about the situation/incident. Make it clear that bullying is not acceptable at Christ Church.

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- If they own up then follow the procedure in this policy and in the Behaviour Policy.
  - If they do not own up, investigate further. If it is clear that they are lying, continue with the procedure. Children usually own up if presented with all the facts.
  - Separate discussions with parents of all parties.
  - Monitor the situation by observing at playtimes/lunchtimes and having discussions with victim to ensure no repetition – use of behaviour chart/diary. Parents to be informed.
  - When the behaviour of the accused child improves, then imposed sanctions can be reduced and finally removed. The child should be praised for good behaviour. This will rebuild the child's self-esteem, which may have been damaged after being caught bullying, or could have been low anyway, hence the bullying.
  - The School Counsellor will be made available to all parties.

*In order to identify incidents of bullying and the identities of bullies at Christ Church it is important for staff, children and parents and governors to work together.*

*The staff will:*

- watch for early signs of distress in pupils.
- listen, believe, act.
- provide a 'Worry Box' in school where children can put written notes if they feel they cannot speak about their problem.
- deliver an Anti Bullying focus through PSHE.
- continue to provide and encourage the use of Huff and Puff resources a break times.
- deliver PSHE Curriculum coverage dealing with personal power and self esteem.
- raise the profile of working as a team to tell an adult when bullying is witnessed; through collective worship, school rules, circle time, role play and drama.
- promote the Christian ethos of the school which requires respect and care for others.
- display the Childline telephone number clearly in school.

*We request that parents:*

- encourage their child to tell an adult at school.
- inform the school as soon as they suspect bullying is taking place. This can be done in person, by telephone or letter.

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*(Staff will need time to investigate the allegations and establish facts from both the victim and the bully. The school will give a clear indication of when and how the parents will be informed of the findings and the action that will be taken.)*

- keep the school informed immediately if incidents reoccur. (We can only act if we know what is happening).
- have faith that the school will work in the best interest of their child.

*The Governors will:*

- be kept informed of incidents of bullying that warrant parental involvement.
- act in the best interest of all pupils involved in a fair and consistent manner.

### **Action to be taken once a bullying incident has been identified:**

1. When bullies are identified this must be reported to the class teacher. The Class teachers will be expected to note this in their class records and to explain to the child that this form of behaviour is unacceptable and requires modification. A sanction will be applied.
2. If a bullying incident reoccurs it will be referred to the Executive Headteacher/Head of School and a record of the incident made in the behaviour record kept in the Executive Headteacher's office. A further sanction will be applied.
3. If there is a further incident or the incident is considered severe the child's parents will be contacted and further sanctions applied.

### **Sanctions**

Sanctions will be applied to bullies after each reported or observed incident.

The bully may:

1. be withdrawn from social activities (this may include loss of playtimes, club activities).
2. lose playground privileges for a minimum of one full school day if deliberate physical harm has occurred. Parents will also be informed.
3. lose of playground privileges for up to one week – bullying behaviour is not welcome on our playground. Parents will be informed in writing.
4. be excluded from school during lunchtimes.
5. be excluded from school, depending on the perceived severity of the incident(s) (with Governors approval).
6. be permanently excluded from our school community with Governors approval.

Following a sanction the child should be encouraged to think about their actions and consider how they should behave in the future. They should be encouraged to consider what actions they could take that would not involve bullying another person.

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### **After Care**

After an incident of bullying both the bully and victim will need after care. The school counsellor will be made available to all parties involved.

The Victim needs:

- to feel that they have been listened to and that effective action has been taken to prevent reoccurrence.
- to feel that they can return to the environment where the bullying occurred without fear.
- to know that they can speak to any staff member if they have concerns about the bully or any situation causing them anxiety.
- that the incident can be put behind them and life at school can be a positive and safe experience.

The Bully needs:

- to understand that such behaviour will not be tolerated.
- to know what the consequences of their actions will be if they reoccur.
- to understand that it is the bullying behaviour that is unacceptable.
- to understand that they can improve and change their behaviour in the future to prevent such sanctions reoccurring.
- to understand that all children and staff at Christ Church are equally important and that mistakes can be put in the past with the correct attitude and behaviour.

### **Consultation**

Following consultation with staff, school council, and governors this policy will be available to parents via the school website.

Parents are invited to give their views on all aspects of the school through the annual parent questionnaire.

The pupils in Reception, Year Four and Year Six are currently taking part in the Health Related Behaviour Survey. The information from this survey provides baseline information about children's views of the environment in which they live and our school.

This policy should be read in conjunction with the school Behaviour Policy and the Diocese Policy Valuing All God's Children.