



Policy for Anti-Bullying 2017-19

Original Policy Date: July 2017

Current Policy Date: September 2017

Date for Review September 2019



Christ Church School is committed to providing a caring and safe environment for all pupils at our school. The staff and Governors of Christ Church School believe that everyone is created in the image of God and is of infinite worth. All are entitled to enjoy their learning at school, to feel part of a supportive community and to achieve economic well-being without fear of bullying in any form.

We regard bullying as a very serious issue and pledge to investigate any incidents and work with those involved according to our anti-bullying policy. This policy is closely related to other school policies which can be accessed on the school website: Pupil Protection and Safeguarding Policy (all staff regularly receiving training), Policy for Behaviour and Discipline (regular inset provided for staff), School Online Safety Policy, Outdoor Learning Policy, SEND (Special Educational Needs and Disability), RE and Collective Worship Policies, PHSE (Personal, Health and Social Education) Policy. None of these policies works in isolation, and there will be occasions when an issue being dealt with under one policy may be moved on to another policy which has become more appropriate. (See Appendix 1 for the policies which link to the Anti-Bullying Policy)

A safe, secure and happy environment

At Christ Church School we believe in promoting a safe, secure and happy environment, by laying down foundations based on Christian principles and sound behaviour management which will help prevent bullying. As displayed in our Collective Worship Policy, every month pupils reflect on a core Christian value which teaches them to value each other and promotes the formation of good relationships. For example: kindness, service, justice, friendship, thankfulness. These values are displayed around the school and discussed in and outside the classroom.

Our RE Policy teaches pupils to respect each other and value different backgrounds, cultures and religious beliefs. A key aspect of our Behaviour and Discipline Policy is giving supportive feedback, praise and rewards for good behaviour. All staff are given regular training in implementing the policy. Our Outdoor Learning Policy has encouraged more cooperation between pupils, developed teamwork, developed problem solving skills, encouraged independence, and self-confidence. SMSC (Social, Moral, Spiritual and Cultural) values are intrinsic in the way the school operates and its curriculum, but also worked out specifically in PHSE lessons, Circle Time, and PATHS (Promoting Alternative Thinking Strategies).

One aspect of learning in these lessons is to tackle potential bullying behaviours.) We believe that our environment is one which works towards the prevention of bullying. However, we acknowledge that bullying can happen from time to time and when it does occur, incidents will be dealt with promptly and effectively.



Anti-Bullying Awareness

We will

- Share our anti-bullying policy with all staff, parents and pupils. All pupils will be required to sign an age-appropriate policy at the beginning of each school year. New parents and pupils will be given a copy to agree to and sign before their child starts school. The policy will be reviewed every two years and will include consultation with staff, parents and pupils
- Work in school to develop emotional intelligence and empathy, including specific lessons in PHSE and PATHS. Staff will be made aware of other available resources by the Anti-bullying Working Group
- Encourage an openness in talking about these issues and sharing concerns
- Set up a Listening Post for pupils in an agreed area.
- Ensure there is a regular slot in staff meetings to share anti-bullying issues
- Display and renew posters around the school
- Ensure The Anti-bullying Working Group of staff and parents meets regularly to organise events for pupils and parents e.g. Anti-bullying week programme; parents' meeting on cyber awareness and discuss and advise on resources which are available
- Develop a system of playground support through 'buddies' and peer mentor training for both Key Stages. (Parent Governor and member of staff to attend Wandsworth session in June 2017 on Peer Mentor Training, and feedback into school)

What is bullying?

Bullying is an anti-social act or behaviour which is deliberately intended to hurt, intimidate, harm or exclude a person or group. It is intentional and happens more than once. Bullying involves an imbalance of power between the individuals involved.

Pupils consulted came up with this definition:

Bullying is tormenting, bullying is annoying someone when they haven't done anything to you again and again. Bullying should not be tolerated.

A poster explaining what bullying is will be posted in each classroom.



What does NOT constitute bullying?

It is not bullying when pupils of a similar age and size have a disagreement, an argument or even a fight, but without an imbalance of power or use of intimidation. It is upsetting for those involved but it is not bullying as it is an isolated incident. However, unresolved disagreements can sometimes escalate and a pattern of bullying can emerge if conflict is not dealt with at an early stage.

Various forms of bullying:

Emotional: being unfriendly, excluding, tormenting or threatening behaviour

Verbal: name calling, teasing, spreading rumours, making rude remarks or coercion

Physical: any act of violence including pushing, hitting, kicking or punching, also physical intimidation such as blocking safe passage or invading personal space

Extortion: demanding money or goods with threats

Cyber: abusing victims through social media including text messages, emails, internet chat rooms and other areas of the internet

Homophobic: name calling focussing on the issue of sexuality

Racist: racial taunts, gestures or graffiti including those of a religious nature

Unfavourable gestures, comments or actions related to **disability or Special Educational needs**.

Anyone witnessing these behaviours has a responsibility to report them to the appropriate adult.

Signs and symptoms of bullying

A pupil who is being bullied may show these (or other) possible signs of change of behaviour. All staff and parents should be aware of these signs and be prepared to investigate

- Doesn't want to go to school
- Has become anxious, withdrawn or lacking in confidence and is reluctant to talk about issues
- Changes in eating habits
- Changes in sleeping habits, including crying themselves to sleep or having nightmares
- Performance in school work drops
- Has unexplained cuts or bruises
- Loses things or clothes or has property damaged
- Loses money or is found stealing



- Complains of being ill
- Becomes aggressive, abusive or unreasonable
- Falls out with friends
- Nervousness when receiving cyber messages
- Gives improbable excuses for their behaviour

How bullying incidents are reported and recorded

All incident meetings will be recorded on the Anti-Bullying Incident Record Sheet (See Appendix 4) and treated in confidence and with sensitivity. In most cases, staff will be kept informed in Briefing Meetings. In a small school such as ours, all staff are involved.

Step 1: initial concern and reporting (See Appendix 2)

- 1) An incident is identified or brought forward in any one of the following ways:
 - a) Pupil may write down concerns using Listening Post,
 - b) Pupil personally tells Class Teacher or member of staff they work with about an incident as soon as possible after the event,
 - c) Pupil tells parent and parent shall inform Class Teacher as the first point of contact by either:
 - i) making an appointment through the office or,
 - ii) submitting a parent teacher meeting request form from the leaflet rack outside office
 - d) Staff recognise consistent signs or symptoms in school
- 2) Class Teacher or member of staff ascertains if bullying has taken place. If Bullying has taken place, the Class Teacher or member of staff will proceed to Step 2. However, if it is not determined to be bullying the incident will be handled according to the Policy for Behaviour and Discipline (see Corrective Action heading)

All incidences must be reported to SLT (Senior Leadership Team) and copied to Pupil File)

Step 2: initial response to the issue reported (See Appendix 2)

- 1) Pupil experiencing bullying behaviour to meet with Class Teacher to discuss facts of the incident(s) at the earliest opportunity depending on the seriousness of the matter, and at the outside, within 48 hours of the initial reporting. The Class Teacher shall:
 - a) Include the parent if it is the parent who has raised the issue,
 - b) Discuss and agree an immediate way forward including a safety plan of strategies he/she can follow to stay safe, eg trusted adult to talk to, set up supportive friendship group or buddy, own log to monitor positive feelings and incidents (See Appendix 3)
 - c) Record the meeting details on the Incident Record Sheet [See appendix 4], and



- d) Inform parents or carers of the meeting having taken place
- 2) Pupil exhibiting bullying behaviour to meet with Class Teacher immediately following meeting with pupil experiencing bullying behaviour. The Class Teacher shall:
 - a) Discuss the bullying behaviours being exhibited and ascertain if there is any underlying problem which the pupil needs help with.
 - b) Review strategies for positive changes in behaviour with immediate effect,
 - c) Begin a daily monitoring log (See Appendix 5) to record daily actions and behaviours over two weeks, (including 'catch me being good' box). File in the Pupil Behaviour Folder in Classroom
 - d) Inform parents of a meeting having taken place
- 3) Class Teacher to advise other staff at next Briefing Meeting so they are aware of issue and will look out for any incidents to report back to class teacher.

Step 3: Initial follow up (See Appendix 2)

- 1) Hold Review Meetings between Class Teacher and pupils involved following the two-week daily monitoring log.
 - a) If the bullying has stopped and the pupil exhibiting bullying behaviour has made positive changes to their behaviour, as shown on the daily monitoring log, the record will be filed and parents of both pupils will be informed
 - b) If the bullying behaviour has continued at any point in the past two weeks that the daily monitoring log has been kept, the matter will become subject to the terms of Step 4 of the Policy.
- 2) Class Teacher to share a brief report at the next Briefing Meeting.

Step 4: if pupil or parent reports that bullying has continued or begun again

- 1) Class Teacher records any further information on the Incident Record Sheet and informs and hands over the matter to the Head Teacher or designated member of staff.
- 2) A meeting is set up as soon as possible between the pupil exhibiting bullying behaviour, their parent, and Head Teacher or designated member of staff.
- 3) Referral to Policy for Behaviour and Discipline: Severe Clause: Any fighting, verbal abuse or **bullying** will mean parents will be contacted as soon as possible. (Preferably by phone). Pupils will be excluded from school for up to 5 days. Work will be provided.
- 4) Any pupil excluded will be supported back into school life and given a fresh start. This may include a partial timetable or particular arrangements discussed with the pupil and their parents (ref Policy for Behaviour and Discipline: Exclusion)



5) Pupil exhibiting bullying behaviours to meet with Head Teacher or designated member of staff for empathy/social skills exercises over several sessions. Referral to external agencies for specialist support to be considered.

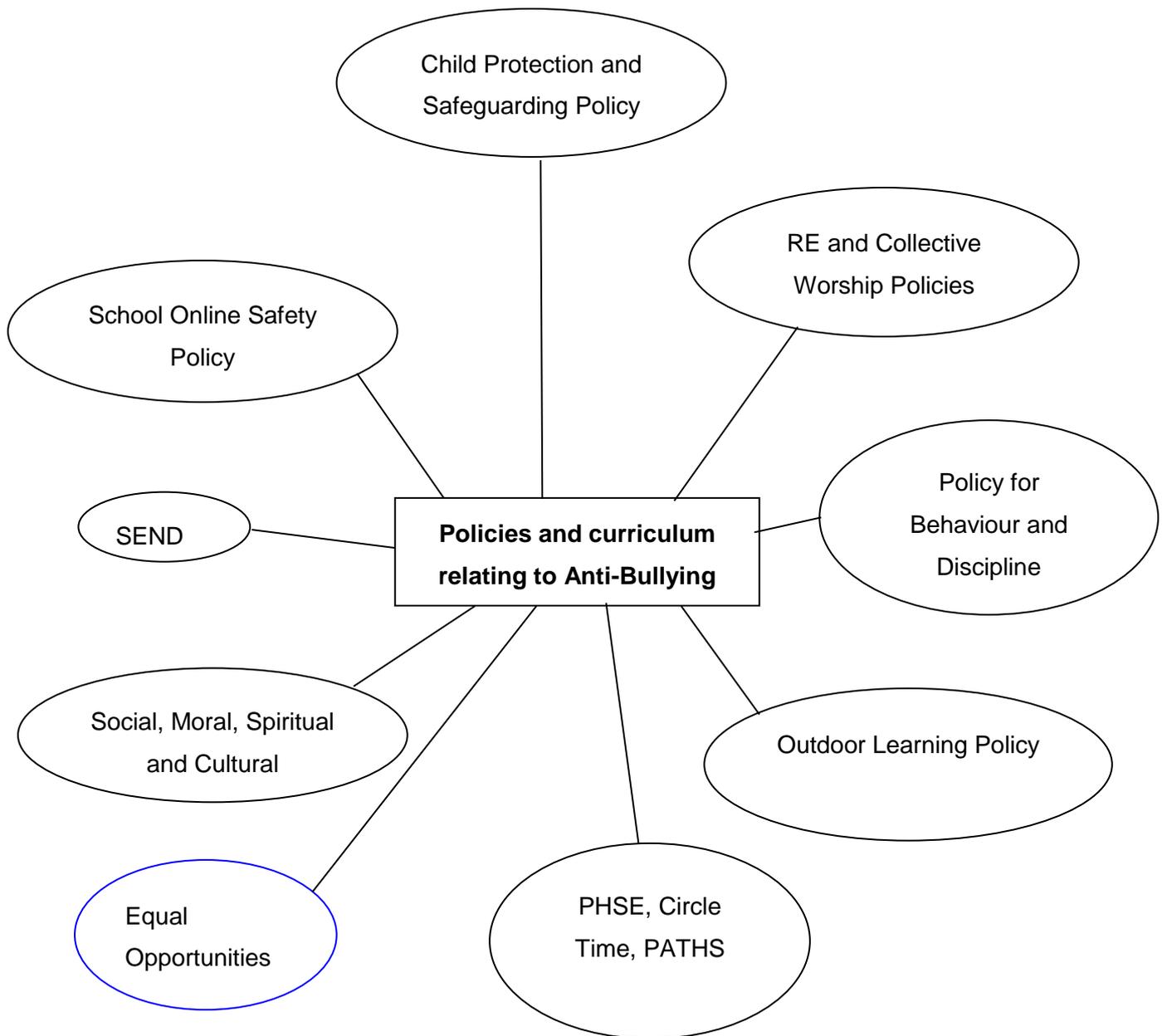
How parents can help

We ask that parents:

- Encourage their child to tell their Class Teacher or Teaching Assistant immediately of any incidents of bullying behaviour
- Be aware of signs or symptoms that their child may be being bullied
- Listen to their child, but not putting words into their mouths
- Inform the school immediately by telling the Class Teacher, but do not take matters into their own hands with other parents
- Refer to the Anti-Bullying Policy.
- use Appendix of Resources of Further Information, Help and Support to help parents of pupils who are experiencing bullying (See Appendix 6)
- Remember that pupils under the age of 13 are not legally allowed to use social networking sites



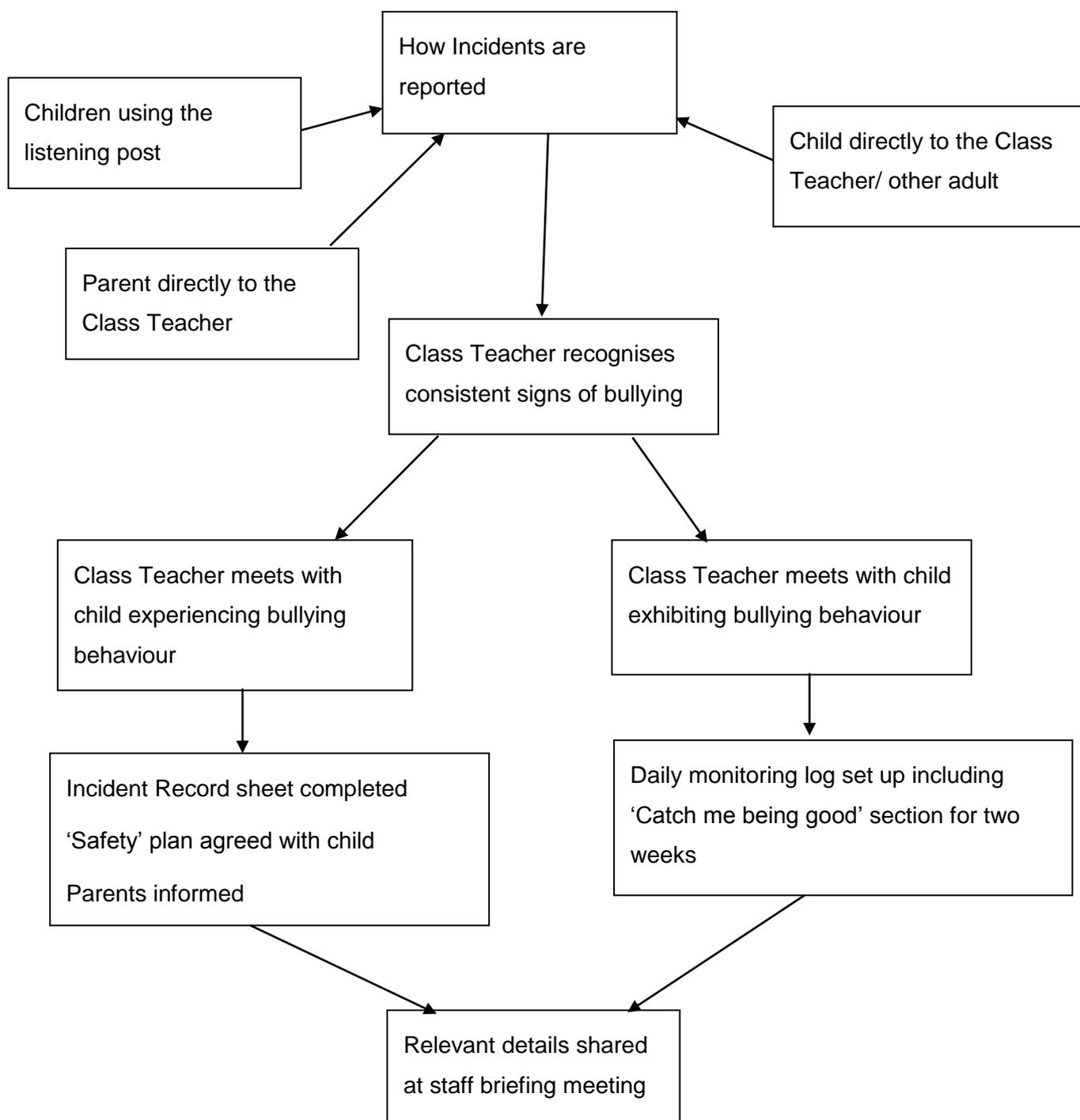
Appendix 1





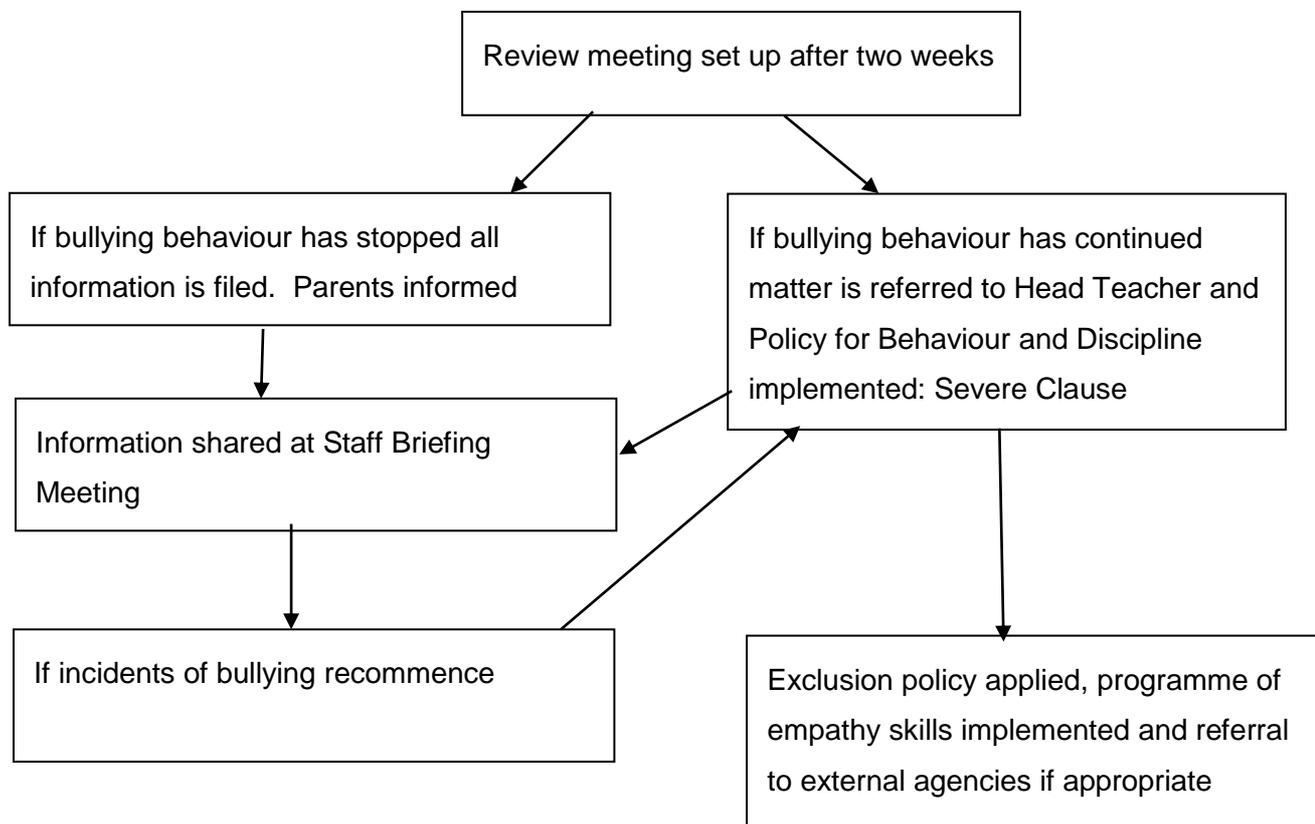
Appendix 2: Steps for reporting incidents of bullying behaviour

Step 1 and Step 2





Step 3





Appendix 3

Strategy for pupil experiencing bullying

Name:

Date:

To help me feel safe I will:

Speak to: (name of trusted adult) when I feel worried)

Stick with:

(nominated friends or buddy)

Other ideas:

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My record of times when things have gone well

Monday	
Tuesday	
Wednesday	
Thursday	



Friday	
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File in Pupil Behaviour Folder in classroom



Appendix 4 ANTI-BULLYING INCIDENT RECORD SHEET

NAME of pupil experiencing bullying	
Date/Time of Incident	
Nature of Incident	
Location of Incident	
Frequency of incident/s	
Name of investigating teacher/adult	
Action taken following incident	
Involvement of parents	



Copy to SLT/Pupil File/ Pupil Behaviour File	
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Appendix 5

Daily Monitoring Log for pupil displaying bullying behaviour (See 2c of Step 2)

Name of pupil:

Date:

Day	Morning	Play/Lunch	Afternoon
Monday			
<i>'Catch me being good'</i>			
Tuesday			
<i>'Catch me being good'</i>			
Wednesday			
<i>'Catch me being good'</i>			
Thursday			
<i>'Catch me being good'</i>			
Friday			



<i>'Catch me being good'</i>			
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File in Pupil Behaviour Folder in Classroom

Appendix 6: Sources of Further Information, Support and Help

The Wandsworth Safeguarding Children and Young People website gives the following links which may be useful:

Better Internet for Kids: <https://www.betterinternetforkids.eu/>

Create a better internet for children and young people.

BullyingUK: <http://www.bullying.co.uk/>

Advice for children and parents on bullying.

Part of Family Lives - a charity experienced helping parents to deal with the changes that are a constant part of family life.

Childline – Bullying: <https://www.childline.org.uk/info-advice/bullying-abuse-safety/>

Childline offers advice on many subjects. This link will take you to their section on bullying.

Kidscape: <https://www.kidscape.org.uk/>

The first charity in the UK established specifically to prevent bullying and child sexual abuse.

The Anti-Bullying Network: <http://www.antibullying.net/>

The Anti-Bullying Network is an independent operation with the following objectives:

to support anti-bullying work in schools;

to provide a free website;

and to offer an anti-bullying service which will include the provision of training, publications and consultancy services.



Clubs in Battersea providing activities for children

Providence House

Providence House is a purpose-built youth and community centre near Clapham Junction station. They offer a variety of activities for children including arts and crafts, football, cooking and much more. Junior Clubs are Tuesday 6-8pm and Thursday 3.30-6pm.

138 Falcon Road Clapham Junction LONDON SW11 2LW

020 7228 0433 07445983904

Caius Youth Club

This is a purpose-built youth club where young people can go to learn, have fun and relax. It is for children and young people aged 8-21 years old or up to 25 years old for young people with disabilities.

2 Holman Road Battersea LONDON SW11 3RL

020 3818 6210

Links to this policy:

- Behaviour Policy
- SEND Policy and Report
- Safeguarding and Child Protection
- Attendance Policy