



## Anti-Bullying Policy

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Approved by:	SHINE	On:	November 2025
Next Review:	Sept 2027		
Version Number:	2		



## Statement of Intent

At Christ Church, 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 in our school. If bullying does occur, all pupils should feel confident to tell someone and know that incidents will be dealt with promptly and effectively. We are a TELLING school – this means that anyone (children, staff, parents) who knows that bullying is happening is expected to tell the staff.

Our approach to anti-bullying is rooted in our Christian values and our SHINE vision: **Successful, Happy, Included, Nurtured and Enriched**. We believe that every child is made in the image of God and is uniquely gifted. We are called to let our light shine before others (Matthew 5:16), and we encourage all members of our community to use their gifts to serve one another faithfully (1 Peter 4:10).

We celebrate diversity, promote equality of opportunity, and ensure that every member of the Christ Church family feels valued and included. Inspired by Jesus' example of love, hope and generosity, we strive to create a school culture where all pupils flourish holistically – spiritually, emotionally, socially and academically.

Bullying undermines the wellbeing and dignity of individuals and contradicts our mission to live life in all its fullness (John 10:10). Therefore, we take a proactive and compassionate stance against bullying, ensuring that our response is swift, restorative, and rooted in our values of respect, kindness and justice.

## What is bullying?

Christ Church has adopted the Government definition of bullying:

Behaviour by an individual or group, usually repeated over time that intentionally hurts another individual or group either physically or emotionally.

Bullying is different to other kinds of aggressive behaviour in its repetitive and targeting nature.

Bullying can occur child to child, adult to child, or child to adult.



Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence including damage to personal belongings
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing, threats, insults
- Cyber - All areas of the internet, such as; email, instant messaging & internet chat room misuse. Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera & video facilities

### **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. Individuals who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

### **Objectives of this policy**

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.



- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

## **Signs and symptoms**

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above



- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

### **Procedures, reporting and recording**

1. Pupils and / or witnesses report bullying (or possible or perceived bullying) incidents to any member of staff, who in turn report the incident to Assistant Head Teacher. Children may report directly to any member of staff and / or designated AHT.
2. The bullying behaviour or threats of bullying must be investigated by staff or named persons (if more serious), and the bullying stopped quickly
3. In serious cases (e.g. especially aggressive, persistent or distressing for victim) parents should be informed by phone or face to face and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. Teachers and SLT will use a school behaviour log to record bullying and recurring incidents
6. Additional reporting mechanisms include a worry box to post problems anonymously if preferred. Annual surveys of pupils, parents, staff also gauge individual well-being.

### **Outcomes**

- 1) The bully (bullies) may be asked to genuinely apologise.
- 2) Other consequences may take place e.g. sanctions for breaking school rules - withdrawal of privileges and / or playtimes; Behaviour Diary.
- 3) In serious cases, suspension or even exclusion will be considered
- 4) If possible, the pupils will be reconciled
- 5) The victim will be offered support by staff



- 6) An attempt will be made to help the bully (bullies) change their behaviour e.g. through mentor and through focusing prevention strategies (See Prevention section below).
- 7) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place. Staff (e.g. teaching, dinner supervisors) will be made aware (by SLT) of situations that require monitoring
- 8) If bullying persists, further sanctions will incur, and support and prevention strategies will be put in place.
- 9) Appropriate details will be shared with pupils parents, whilst still respecting the rights of any other children involved.

## **Prevention, Support and Guidance**

. As and when appropriate, these may include:

- the JIGSAW (PSHE) programme includes activities specifically designed to prevent and reduce bullying
- Circle time
- Health, Bullying and Safety Weeks
- Anti-bullying team to raise awareness of issues
- Anti-bullying training for staff / children / buddies
- Visitors, assemblies
- E-safety training
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- role-plays
- having discussions about bullying and why it matters
- writing a set of school rules
- signing a behaviour contract



- Behaviour targets – written by teachers and SENCO in consultation with child and parents
- Behavioural Support – professional meetings with children and parents providing advice and support.

Christ Church has adopted Sandwell Authority's Harassment and Bullying Policy for Employees, Model Race Equality Policy Guidance. See also the school's E-safety Policy and Acceptable Use Policy.

### **Monitoring Policy and Procedures**

The number and type of bullying referrals, and questionnaires will be analysed to monitor whether the policy is working. The Anti-bullying Policy will be reviewed at least annually, more if necessary and updated if required.

### **Links**

The anti-bullying policy should be read in conjunction with the school race equality policy and behaviour policy.

