The Redeemer
Church of England Primary School

Anti-Bullying

Date: 2024 2025

Introduction

As a Christian school we aim to love and serve God first and ourselves and others second. The daily witness for Christ must be demonstrated, not only in word, but also in deed, in caring for our neighbour and showing compassion. Our schools should be places which recognise that every child and young person should be given the support, encouragement and opportunities to flourish in their potential as a child of God.

This policy reflects our school vision and values as a Church of England school where all the members of the school community are loved by God and all are encouraged to live out that love by welcoming and valuing each other. This will include being able to respect each other even when individuals may hold different points of view from each other. As a Christian school we aim to love and serve God first and ourselves and others second.

Designated Safeguarding Lead(s):

Mr Mark Power (Headteacher)
Ms. Gill Ross (Head of School/SENCO)
Mrs Kay Mayfield (Family Support, Mental Health & Wellbeing Lead)
Mrs. Rosie Barnes (Head of School)
Mr Luke Devine (Assistant Headteacher)
Mr Sam Smallridge (Senior Leader)

School Ethos

The Christian faith and its teachings is the basis for every aspect of life at our school. This school is distinguished by the support of its entire staff, for its Christian foundation, promoting a sympathetic understanding of Christianity and other faiths. We nurture the spiritual development of all members of the school community and promote mutual respect and responsibility. We provide effective teaching of the National Curriculum, encouraging the highest achievement for each child. We value the contribution each child makes to the life of the school and take account of individual's needs. This school has strong links with home and Parish Church, maintaining an effective balance between service to the Church and service to the community. At Blackburn The Redeemer Church of England Primary School, we promote an ethos of excellence and endeavour for all, in a caring and Christian setting.

This policy is based on DfE guidance "Preventing and Tackling Bullying" July 2017 and supporting documents. It also considers the DfE statutory guidance "Keeping Children Safe in Education" 2023 and "Sexual violence and sexual harassment between children in schools and colleges" guidance. The setting has also read Childnet's "Cyberbullying: Understand, Prevent and Respond: Guidance for Schools".

Policy Objectives

• This policy outlines what The Redeemer Church of England Primary School will do to prevent and tackle all forms of bullying.
• The policy has been adopted with the involvement of the whole school community.
• The Redeemer Church of England Primary School is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

Links to Legislation

There are several pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law.
These may 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 1997
- The Malicious Communications Act 1988
- Public Order Act 1986.

Responsibilities

It is the responsibility of:

- The Headteacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.

- 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 the policy.

Definition of Bullying

Bullying can be defined as 'behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally'. DfE 'Preventing and Tackling Bullying

We make reference to the acronym below to help children understand that bullying is hurtful behaviour that happens:

Several **T**imes **O**n **P**urpose

- Bullying can include physical and emotional abuse such as name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, peer isolation (e.g. excluding people from groups) and spreading hurtful and untruthful rumours.

- The same unacceptable behaviours can be expressed online; this is sometimes called online bullying or cyberbullying. Specifically, this can include sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.

- The Redeemer Church of England School recognise that bullying can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

- Bullying is recognised by The Redeemer church of England Primary School as being a form of child on child abuse; children can abuse other children.

- Abuse is abuse and it should never be tolerated or passed off as "banter", "just having a laugh" or "part of growing up".

- We recognise that even if there are no reports of bullying, it does not mean it is not happening and it may be the case that it is just not being reported.

- All victims will be taken seriously and offered appropriate support, regardless of where the abuse takes place.

Forms and Types of Bullying Covered by this Policy

Bullying can happen to anyone. This policy covers all types and forms of bullying including but not limited to:

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying o Emotional bullying
- Sexualised bullying/harassment
- Bullying via technology, known as online bullying or cyberbullying
- Prejudiced-based and discriminatory bullying (against people/pupils with protected characteristics) which may include:

    - Bullying related to race, religion, faith and belief and for those without faith
    - Bullying related to ethnicity, nationality or culture
    - Bullying related to Special Educational Needs or Disability (SEND)
    - Bullying related to sexual orientation (homophobic/biphobic bullying)

- o   Gender based bullying, including transphobic bullying
- o   Bullying against teenage parents (pregnancy and maternity under the Equality Act).

Responding to Bullying Concerns

The following steps will be taken when dealing with any incidents of bullying reported to the School:

- Staff will record the bullying incident centrally on CPOMS.
- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.
- The DSL will be informed of all bullying concerns, especially where there may be safeguarding issues.
- The headteacher, Designated Safeguarding Lead (DSL) or another appropriate member of leadership staff will interview and investigate all parties involved.
- A clear and precise account of bullying incidents will be recorded on CPOMS. This will include recording appropriate details regarding decisions and action taken.
- The school will speak with and inform other staff members, where appropriate.
- The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate.
- Appropriate sanctions and support, for example as identified within the school behaviour policy and child protection policy, will be implemented in consultation with all parties concerned.
- If necessary, other agencies may be consulted or involved, such as Police or Local Authority.
- Where the bullying of or by pupils takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated and responded to in line with this policy. If required, the DSL will collaborate with DSLs at other settings.

Cyberbullying

When responding to cyberbullying concerns, the school will:
- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the person who has been cyberbullied, and work with the person who has carried out the bullying to ensure that it does not happen again.
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Take all available steps where possible to identify the person responsible. This may include: looking at use of the school systems, identifying and interviewing possible witnesses, Contacting the service provider and the police, if necessary.
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:
    - o   Submitting reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.

Supporting Pupils

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing immediate pastoral support.
- Offering an immediate opportunity to discuss the experience with their teacher, the DSL, 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 any further concerns.
- Working towards restoring self-esteem and confidence.
- Providing ongoing support. This may include working and speaking with staff, offering Support through Mrs Mayfield and the ELSA Team, engaging with parents and carers.
- 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 Integrated Children Services or support through Mental Health Support Team.

Pupils who have perpetrated bulling 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
    - detentions/internal exclusions
    - removal of privileges (including online access when encountering
    - cyberbullying concerns)
    - in extreme or repeated cases, fixed-term or permanent exclusions.

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 Integrated Children Services or support through Mental Health Support Team.

Preventing Bulling

We use a range of measures to prevent and tackle bullying including:

- Our school vision is at the heart of everything we do and ensures that all members of the school community are revered and respected as members of a community where all are known and loved by God.

- We use a pupil-friendly anti-bullying policy to ensure that all pupils understand the policy and know how to report bullying.
- The whole school curriculum is used to highlight and explore the anti-bullying commitment of the school. There are more extensive opportunities to explore anti-bullying themes within the PSHE programme of study which includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying. Together with the PSHE curriculum, the Religious Education programme of study also includes opportunities for pupils to learn to value themselves, value others and appreciate and respect difference.
- Collective worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying.
- Through a variety of planned activities and time across the curriculum pupils are given the opportunity to gain self-confidence and develop strategies to speak up for themselves and express their own thoughts and opinions.
- Circle time provides regular opportunities to discuss issues that may arise in class and for teachers to target specific interventions.
- Stereotypes are challenged by staff and pupils across the school.
- Restorative justice systems provide support to victims of bullying and those who show bullying behaviour
- Pupils are continually involved in developing school-wide anti-bullying initiatives through consultation with groups .
- Working with parents and carers, and in partnership with community organisations to tackle bullying where appropriate.

The Whole School Community will:

- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
- Regularly update and evaluate our practice to consider 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 bought 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.

Monitoring and Review

This policy is monitored on a day-to-day basis by the Executive Headteacher, who reports to governors about the effectiveness of the policy on request.

This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by examining the report breakdown through Headteacher Report, and by discussion with the Executive Headteacher.