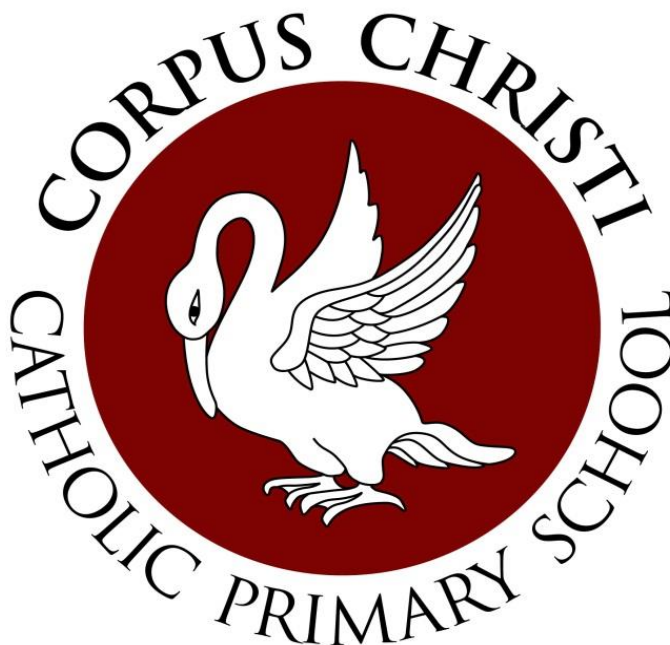


Corpus Christi Catholic Primary School



Anti-Bullying Policy

Governors' Committee Responsible	FFC Committee
Status	Non-Statutory
Review Cycle	3 Yearly
Date written/last review	June 2023
Date of next review	June 2026



Mission

Jesus Christ, the Way the Truth and the Life,
calls us all to share in His Life and His Mission.

We are the Body of Christ.
We are Corpus Christi!

Vision

The Catholic Faith is taught, lived and witnessed in the daily life of our school, and our faith inspires and encourages us to reach out in love to others.

Recognising that everyone is made in the image and likeness of God, we will:

- Encourage all to strive for excellence and achieve their individual God given potential
- Respect and nurture every child in our school
- Provide enriching, exciting and creative learning opportunities
- Prepare children for life in a modern and diverse society
- Work in partnership with our staff, Governors, parents, Parishes and the wider community for the good of all

As a Catholic school we are called to be a school of prayer reflecting on Sacred Scripture and celebrating the Sacraments. Through this we are inspired to lead and nurture every member of the school community to grow in the knowledge and love of Jesus as we pray and worship together.

Statement of Intent

At Corpus Christi we believe that all pupils are entitled to learn in a safe and supportive environment; this means being free from all forms of bullying behaviour. This policy outlines how instances of bullying are dealt with, including the procedures to prevent occurrences of bullying.

These strategies, e.g. learning about tolerance and difference as part of the school's curriculum, aim to promote an inclusive, tolerant and supportive ethos at the school.

The Education and Inspections Act 2006 outlines several legal obligations regarding the school's response to bullying. Under section 89, schools must have measures in place to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures are part of the school's Promoting Good Behaviour and Positive Relationships Policy, which is communicated to all pupils, school staff and parents.

All staff, parents and pupils work together to prevent and reduce any instances of bullying at the school. There is a zero-tolerance policy for bullying at Corpus Christi.

The ethos of our school is based on our Catholic belief that every human person is "an image of God" and has a right to dignity and to be able to come to school free of fear. Through Catholic Social Teaching we continually teach the children about kindness and compassion for all. We have high expectations of outstanding behaviour and we will consistently challenge any behaviour that falls below this.

Our Behaviour Policy, Promoting Good Behaviour and Positive Relationships, is based on Attachment Aware theories that advocate the importance of healthy relationships between all members of our school community. Our mantra of 'Just be Kind' underpins the need to care for and respect each other.

Policy Objectives:

- To raise awareness of bullying and ensure that all stakeholders have an understanding of what bullying is, the school policy and to follow it when bullying is reported.
- To educate about acts of bullying through PSHE, assemblies and other curriculum areas.
- To ensure a consistent response to bullying incidents.
- To support all community members who may be involved in bullying incidents.
- To develop a supportive home, school and community partnership.
- To support children to be successful in their role as members of the school community and as citizens of modern Britain.

Definition of Bullying

For the purpose of this policy 'bullying' is defined as deliberately hurtful behaviour, usually repeated over a period of time, where it is difficult for those being bullied to defend themselves.

'Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.'

'Preventing and tackling bullying. Advice for headteachers, staff and governing bodies'
DfE July 2017

The Anti-Bullying Alliance (ABA) defines bullying as;

"Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online." (ABA 2023)

'The issue of bullying motivated by prejudice is a particularly sensitive issue. Although the relationship between one pupil and another is not within the scope of the Act (see paragraph 1.7), schools need to ensure that all forms of prejudice-motivated bullying are taken seriously and dealt with equally and firmly.'

'The Equality Act 2010 and schools: Departmental advice for school leaders, school staff, governing bodies and local authorities' May 2010

Bullying is generally characterised by:

Repetition: Incidents are not one-offs; they are frequent and happen over an extended period of time.

Intent: The perpetrator means to cause verbal, physical or emotional harm; it is not accidental.

Targeting: Bullying is generally targeted at a specific individual or group.

Power imbalance: Whether real or perceived, bullying is generally based on unequal power relations.

Vulnerable pupils are more likely to be the targets of bullying due to the attitudes and behaviours some young people have towards those who are different from themselves. Vulnerable pupils may include, but are not limited to:

- Pupils who are adopted.
- Pupils suffering from a health problem.
- Pupils with caring responsibilities.
- Pupils from socioeconomically disadvantaged backgrounds.

Pupils with certain characteristics are also more likely to be targets of bullying, including, but not limited to:

- Pupils who are LGBTQ+, or perceived to be LGBTQ+.
- Black, Asian and minority ethnic (BAME) pupils.
- Pupils with SEND.

We are mindful of fulfilling our duties under the Equality Act 2010;

- where we are committed to preventing and responding to any incidents of bullying, including protected and vulnerable groups of children.
- Bullying can take place between: young people; young people and staff; between staff; individuals or groups.

Types of bullying

Bullying is acted out through the following mediums:

Cyber bullying	Mobile threats by text messaging and calls. Misuse of associated technology, i.e. camera and video facilities, iPad, games consoles. All areas of internet, such as email, Snapchat, Whatsapp, Twitter, Facebook.
Emotional bullying	being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
Physical bullying	pushing, kicking, biting, hitting, punching, any use of violence and theft.
Verbal bullying	name-calling, sarcasm, spreading rumours, teasing, being unkind.
Relational bullying	Bullying that primarily constitutes of excluding, isolating and ostracising someone – usually through verbal and emotional bullying.
Racial bullying	Bullying another person based on their ethnic background or skin colour. Racist bullying is a criminal offence under the Crime and Disorder Act 1998 and Public Order Act 1986.
Homophobic bullying	Bullying another person because of their actual or perceived sexual orientation to include homophobic, biphobic, transphobic - taunting or rumours based on another person's gender identity or gender presentation, or for not conforming to dominant gender roles.
Prejudicial bullying	Bullying based on prejudices directed towards specific characteristics or experiences, e.g. religion or mental health issues
Ableist bullying	Bullying behaviour that focuses on another person's disability or support needs; this can include mocking the individual's disability or their needs, using derogatory words or slurs in relation to an individual's disability, or deliberately excluding an individual because of their disability.
Sexist bullying	Bullying based on sexist attitudes expressed in a way to demean, intimidate or harm another person because of their sex or gender. Sexist bullying may sometimes be characterised by inappropriate sexual behaviours.
Sexual bullying	Bullying behaviour that has a physical, psychological, verbal or non-verbal sexual dimension or dynamic that subordinates, humiliates or intimidates another person. This is commonly underpinned by sexist attitudes or gender stereotypes.
Socioeconomic bullying	Bullying behaviour that has a physical, psychological, verbal or non-verbal sexual dimension or dynamic that subordinates, humiliates or intimidates another person. This is commonly underpinned by sexist attitudes or gender stereotypes.

Perpetrators and Victims

Bullying can take place in the classroom, playground, toilets, on the journey to and from school, on residential trips and cyberspace. It can take place in group activities and between families in the local community.

Bullying takes place where there is an imbalance of power of one person or persons over another.

This can be achieved by:

- The size of the individual,
- The strength of the individual
- The numbers or group size involved
- Anonymity – through the use of cyber bullying or using email, social networking sites, texts etc.

Staff must remain vigilant about bullying behaviours and approach this in the same way as any other category of Child Abuse; that is, do not wait to be told before you raise concerns or deal directly with the matter. Children may not be aware that they are being bullied; because they may be too young or have a level of Special Educational Needs which means that they may be unable to realise what others may be doing to them.

Staff must also be aware of those children who may be vulnerable pupils; those coming from troubled families, or those responding to emotional problems or mental health issues which may bring about a propensity to be unkind to others, or may make them more likely to fall victim to the behaviour of others.

Why is it important to respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Bullying has the potential to damage the mental health of a victim. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Signs and symptoms for parents and staff

A child may indicate by signs or behaviour that he or she is being bullied. These signs and behaviours most often are temporary and indicate other social, emotional or physical change, but bullying should be considered a possibility and should be investigated.

Signs and symptoms might include:

- is frightened of walking to or from school
- is unwilling to go to school (school phobic)
- becomes withdrawn anxious, or lacking in confidence
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to make less effort with school work than previously
- has possessions which are damaged or "go missing"
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- lack of eye contact
- becoming short tempered
- is frightened to say what's wrong
- gives improbable excuses for any of the above

For older children:

- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber message is received
- change in attitude to people at home.

Action to be taken in dealing with negative behaviour

The Headteacher (or the most senior member of staff available if the Head is absent) will lead the approach to dealing with accusations of bullying or suspicions of bullying from any source.

1. Victim is interviewed
2. Witnesses are interviewed
3. Bully/bullies are interviewed
4. If appropriate, the victim talks about how s/he was made to feel by the actions of the bully with the latter present
5. Problem is explained in fact, not accusation
6. The bullies' responsibility to change their behaviour is stressed
7. The bully is asked for solutions/suggestions
8. A review meeting is arranged for the following week (or sooner if appropriate)
9. The situation is monitored closely
10. A review meeting is held with the bully
11. The Headteacher will report back to all concerned.

Additional strategies for dealing with bullying behaviour

1. At least one assembly per year, led by a senior member of staff, will deal with the issues of bullying, how pupils should respond, and to whom.
2. Where appropriate, other children may be nominated as a special friend at playtimes.
3. After an initial investigation, if a cause for concern is evident, a Behaviour log will be set up. (See Appendix 1) All concerned (including parents, staff and pupils) will be informed and will be responsible for logging any ongoing factors in this logbook. All concerned will be kept informed and co-operate in any action taken.
4. It should automatically and seriously be considered, in association with the SENCO, whether both victims and bullies should be placed on the SEN register and have an individual behaviour plan set up.
5. Some incidents of bullying may also be a child protection issue. A bullying incident should be addressed as a child protection issue under the Children Act 1989 when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. These concerns **must** be reported to the member of staff in school responsible for safeguarding and then reported to the Local Authority's Children's Social Services.
6. Where appropriate, a general alert notice will be sent out to all or selected staff, regarding procedures to be taken, particularly during playtimes. This will be communicated via staff meetings.
7. It should be seriously considered whether both victims and bullies should be allocated a mentor member of staff to whom they can talk in confidence regarding these issues. Pupils should be consulted as to whom this mentor might be.
8. Where appropriate, victims and bullies may be brought together with a senior member of staff to discuss the impact they are having on one another and to agree a way ahead.

9. Where necessary, victims and bullies may be separated for work or at playtimes but, this must be noted on their individual behaviour plans and monitored carefully and should be seen as a temporary measure.
10. Most bullying incidents are not crimes. But some types of bullying are illegal and should be reported to the police. This includes bullying that involves violence or assault; theft; harassment and intimidation over a period of time including calling someone names or threatening them, making abusive phone calls, and sending abusive emails or text messages (one incident is not normally enough to get a conviction); and anything involving hate crimes.
11. In very serious circumstances, a pupil found to have been bullying may be excluded from school, either temporarily or permanently, as appropriate.

Cyber-Bullying

Cyber-bullying is the use of electronic information and communication devices, to include but not be limited to, e-mail messages, instant messaging, text messaging, cellular telephone communications, internet blogs, internet chat rooms, internet postings and defamatory websites, that:

1. Deliberately threatens, harasses, intimidates an individual or group of individuals; or
2. Places an individual in reasonable fear of harm to the individual or damage to the individuals' property; or
3. Has the effect of substantially disrupting the orderly operation of the school.

Reporting Procedure and Investigation

Any pupil or school staff member who believes he/she has or is being subjected to cyber-bullying, as well as any person who has reason to believe a pupil or school staff member has knowledge or reason to believe another pupil or school staff member is being subjected to or has been subjected to cyber-bullying shall immediately make a report to the Head teacher or IT Subject Leader. The incidents will be recorded in the incident book as documented record. The Head teacher or IT Subject Leader shall investigate all reports.

In the event the investigation results indicate cyber-bullying was committed by a Corpus Christi pupil using non-school technologies away from school grounds, this may be reported to local law enforcement.

Discipline and consequences

Some acts of cyber-bullying may be isolated incidents requiring the Head teacher to respond appropriately to the individual committing the acts. Other acts may be so serious or part of a larger pattern of cyber-bullying that they require a response by the classroom, school, local authority or by law enforcement officials.

Prevention and intervention techniques to prevent cyber-bullying and to support and protect victims shall include appropriate strategies and activities such as E-Safety education during IT lessons and through other curriculum areas. Anti-bullying Week and Internet Safety Day are also held at the school.

Bullying incidents outside school

We follow procedures for dealing with bullying which occurs outside school premises as directed by the DfE.

'School staff members have the power to discipline pupils for misbehaving outside the school premises. Sections 90 and 91 of the Education and Inspections Act 2006 say that a school's disciplinary powers can be used to address pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff, but only if it would be reasonable for the school to regulate pupils' behaviour in those circumstances. This may include bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre.'

Where bullying outside school is reported to school staff, it should be investigated and acted on. The headteacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

'Preventing and tackling bullying Advice for headteachers, staff and governing bodies.'
DfE July 2017

During and after the incident(s) have been investigated and dealt with, each case will be recorded in the Behaviour Log (Appendix 1) and monitored to ensure repeated bullying does not take place. The Safeguarding Governor will be informed of any incidents recorded in the log along with incidents, sanctions and reconciliation.

Prevention

We use a variety of methods to support children in preventing and understanding the consequences of bullying. Our Catholic ethos is the foundation to our approach, incorporating kindness to each other as a priority. Some other strategies include:

- Class assemblies
- RE lessons
- PSHE lessons – 'TenTen' scheme of work
- The school Attributes and assembly themes
- Anti-bullying week and continued focus
- Friendship Stop
- E-Safety Day
- Worry boxes
- Visiting Theatre group in Year 6 for transition
- School website – Keeping Safe section.

The ethos and working philosophy of Corpus Christi means that all staff actively encourage children to have respect for each other and for other people's property. Good and kind/polite behaviour is regularly acknowledged and rewarded. Staff reinforce expectations of behaviour as a regular theme in line with our Attributes and expectations. Staff also follow our equality policy; supporting every child in our school, and are vigilant regarding groups of friends together. Friendship groups may bring about the imbalance of power and must be led towards welcoming others to join them and not

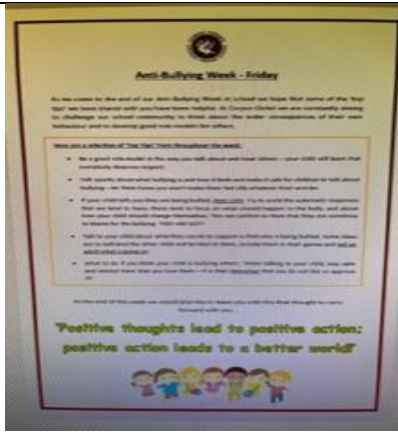
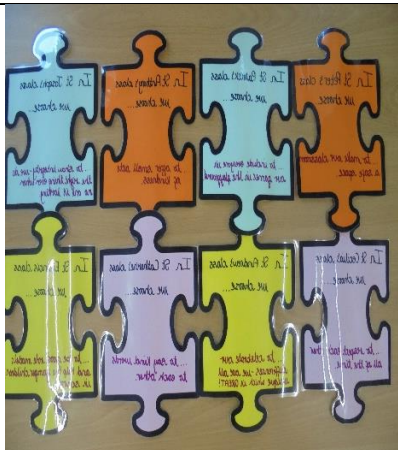
excluding others from their group. Staff reinforce a general message that children do not have to be friends with everyone else, but they must be respectful of everyone else's feelings and be kind to each other.

Children are involved in the prevention of bullying as and when appropriate, these may include:

- writing a Class Charter
- reading stories about bullying or having them read to a class or assembly
- having discussions about bullying and why it matters that children who use unacceptable behaviour towards others are dealt with quickly

If a child feels that they are being bullied, then there are several procedures that they are encouraged to follow: (not hierarchical)

- Tell a friend
- Tell your School Council rep
- Tell a teacher or adult whom you feel you can trust
- Tell a member of staff on the playground
- Write your concern and post it in the 'Worry box'
- Tell a parent or adult at home whom you feel you can trust
- Discuss it as part of your PSHE time
- Ring Childline and follow the advice given



Advice to parents

As the parent of a child you suspect is being bullied:

- Report bullying incidents to the class teacher
- Incidents will be recorded by staff, and the Headteacher will be notified
- In serious cases, parents will be asked to come to a meeting to discuss the problem
- Bullying behaviour or threats of bullying will be investigated and dealt with quickly
- We will work to help the child using unacceptable behaviour towards others to change their behaviour
- If necessary and appropriate, police will be consulted
- Parents will be kept informed throughout the process

Do not:

- Attempt to sort the problem out yourself by speaking to the child whom you think may be behaving inappropriately towards your child, or by speaking to their parents
- Encourage your child to be a 'bully' back

Both of these will only make the problem much harder to solve.

Communication to parents

- The policy will be made available to all parents via the school website
- 'Anti Bullying Week' events at the school will be communicated to parents.
- Where appropriate, the school is happy to have an understanding of incidents which happen outside school and if necessary, will deal with them following the DfE guidelines above.

What does it mean to be part of the Corpus Christi Primary School and a citizen of modern Britain?

We believe that everyone should be treated equally. Even if you do not know someone, or are not their particular friend, you should be kind, co-operative and considerate towards them. We would expect the same of anyone we meet outside school in our day to day lives.

Support/Advice can be sought from:

Childline: 0800 1111 / www.childline.org.uk

NSPCC: www.nspcc.org.uk

Department for Education: www.education.gov.uk

Links can be found in the above websites to help you to find the information that you need.

Advice for parents if your child is being cyber-bullied:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/444865/Advice_for_parents_on_cyberbullying.pdf

Information about cyber-bullying:

<https://www.anti-bullyingalliance.org.uk/sites/default/files/field/attachment/Focus%20on%20Cyberbullying-1.pdf>



Behaviour/Bullying Incident Report Form

Name/s of Pupil/s involved:

Class:

Description of the incident: Who was affected:		
Action taken:	By whom:	Date:
Conclusion – final outcome/resolution:		

Signed: _____

Date: _____