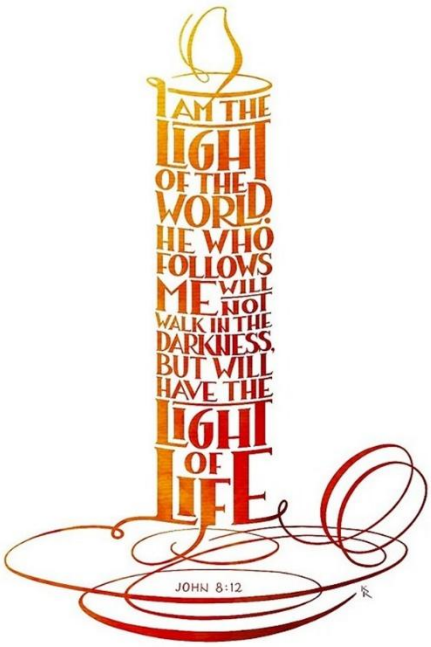
Christ Church
Church of England
Primary School

Anti Bullying Policy

November 2026

At Christ Church:





Our Vision

At Christ Church:

- Pupils will feel safe, accepted, loved and positively understand their worth and potential as members of God's wider world.
- All will grow in the light of Christ and gain a positive experience and understanding of Christianity.
- Pupils will experience a depth and breadth of education of the highest quality, inspiring them to develop skills and enthusiasm for lifelong learning.

Together we learn, Together we achieve, Together we grow in the light of Christ.

Policy Development

This policy has been developed with reference to:

- Keeping Children Safe in Education 2026, Working Together to Safeguard Children 2023, Equality Act 2010 and Education and Inspections Act 2006.
- Church of England Education Office, *Flourishing for All: Anti-Bullying Guidance for Church of England Schools* (2024).

The policy should be read alongside:

- Safeguarding and Child Protection Policy
- Behaviour Policy
- Online Safety Policy
- Relationships, Sex and Health Education (RSHE) Policy
- SEND Policy
- Equality Information and Objectives
- Staff Code of Conduct

Values and Principles

The National Society for Education (*Flourishing for all: Anti Bullying Guidance for Church of England Schools – Sept 2024)* notes that "*The expectation for Church schools is that their approach to protecting vulnerable pupils should emanate from their Christian vision to secure* ***flourishing for all*****"**.

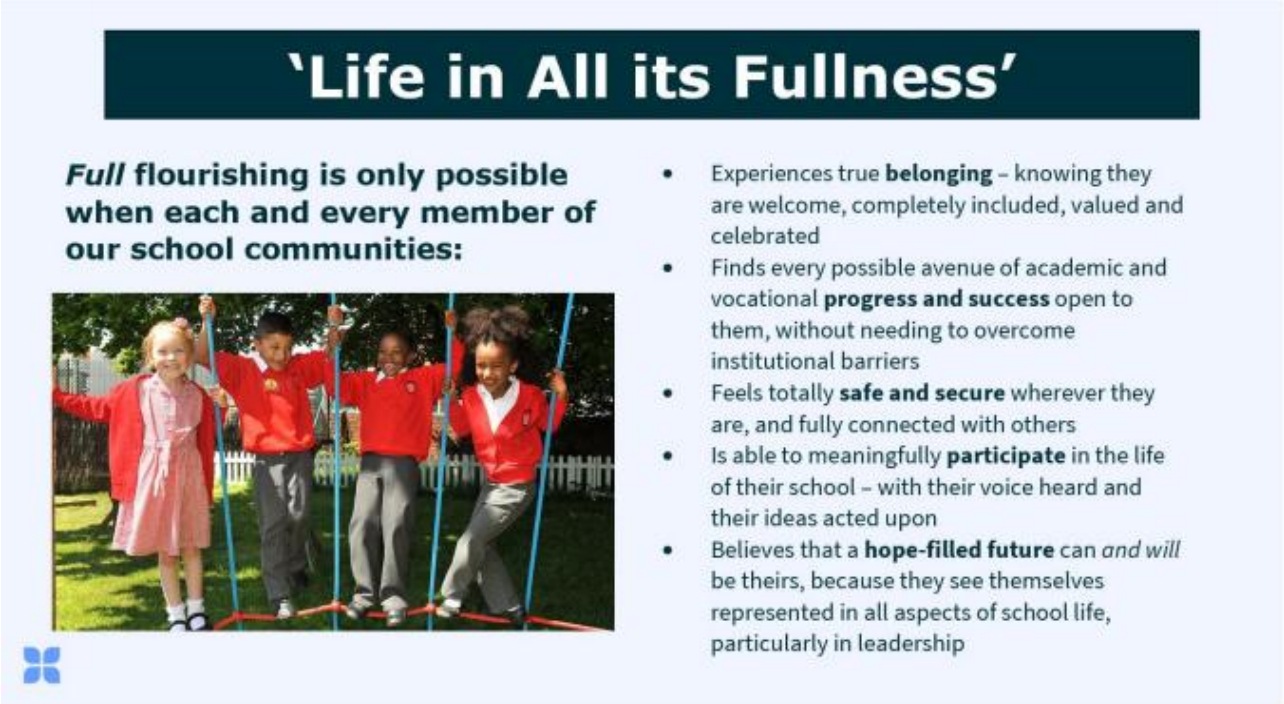
It states:

- Flourishing requires every member of a school community to be valued as having inherent worth, especially the most vulnerable.
- The Church of England vision for education is centred on Jesus' promise of 'life in all its fulness' (John 10:10). In stark contrast to this promise, bullying in schools causes harm to individuals, damages relationships and fills communities with fear.
- It is therefore essential for Church schools to ensure every pupil and adult is protected from harm, and to prioritise those most at risk of bullying.
- The starting point for tackling all forms of bullying is a welcoming and inclusive culture in which all pupils and adults feel a sense of belonging.

`Flourishing children are to be loved unconditionally, enabled ambitiously, supported compassionately and championed relentlessly.'

(The Church of England Education Office, Our Hope for a Flourishing Schools System, p9 [internet]).

At the heart of a deeply Christian vision for schools is an upholding of the worth of each person: all are made in the image of God – and are thus worthy of dignity and honour. The hallmark of authentic, life-giving relationships is recognition of the uniqueness and value of the other so that all are welcomed wholeheartedly. Each individual should be able to flourish, irrespective of physical appearance, gender, race, religion, ethnicity, socio-economic background, academic ability, disability, age or sexual orientation.



National Society for Education: Flourishing for All: Anti-Bullying Guidance for Church of England Schools Sept 2024

Aims and Objectives of this Policy

As a Church of England school where all the members of our school community are loved by God and all are encouraged to live out that love by welcoming and valuing each other we 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.

Aims

At Christ Church we aim to ensure that:

- Pupils will be in a safe, caring environment.
- All types of bullying behaviour are unacceptable and will be challenged.
- Reports of bullying behaviour will be taken seriously, acted upon and recorded.
- Pupils will be listened to, will know that it is "Okay to tell", who to tell and how to tell.
- There will be a clear and swift response to any report of bullying behaviour.
- Parents/carers will be informed of incidents as appropriate, listened to, and kept appraised of how their concerns are being dealt with.

Objectives

This policy/strategy will:

- Provide the school with a robust anti bullying policy which is understood by all.
- Ensure that the school has appropriate systems to manage incidents.
- Ensure that the school has robust reporting and recording procedures.
- Prevent, de-escalate and/or stop any continuation of harmful behaviour.
- React to bullying behaviour in a reasonable, proportionate and consistent way.
- Safeguard the pupil experiencing the bullying and trigger appropriate support.
- Apply sanctions to the pupil/s causing the bullying and support them in changing their behaviour.
- Work with parents/carers to support pupils.

- Monitor and evaluate the work of the school.

This policy has been developed by a working party consisting of SLT, Pupils and Governors.

We believe that all people are made in the image of God (Gen 1:27) and are unconditionally loved by God. We believe that everyone is equal in the sight of God. As a result we treat each other with dignity and respect striving to live lives that reflect our core Christian virtues of love, forgiveness and reconcilation. We seek that each person be enabled to flourish whatever their differences.

At Christ Church we will:

- Live out our Christian vision and virtues, following the example of Jesus Christ, whose love embraced all.
- Ensure a secure and happy environment free from threat, harassment, discrimination or any type of bullying behaviour.
- Create an environment where all are treated with dignity and respect and where all members of the school community understand that bullying is not acceptable.
- Ensure that a consistent approach to preventing challenging and responding to incidents of bullying that occur exists.
- Inform pupils and parents of the school's expectations and foster a productive partnership which helps to maintain a bullying-free environment.
- Outline the school's commitment to continuously improving our approach to tackling bullying by regularly monitoring and reviewing the impact of our preventative measures.

Promoting a Culture of Inclusion and Respect

At Christ Church CE Primary School we recognise that preventing bullying is more effective than simply responding to incidents.

Through our Christian vision and values, pupils are taught that every person is created in the image of God and deserves dignity, respect and inclusion.

Through the curriculum, collective worship, RSHE, PSHE, Online Safety education and wider enrichment opportunities, pupils are taught:

- how to build positive relationships;
- the importance of kindness, respect and empathy;
- how to recognise bullying, discrimination and harassment;
- the importance of celebrating diversity and difference;
- the protected characteristics within the Equality Act 2010;
- how to keep themselves safe online;
- where and how to seek help if they are worried about themselves or others.

The school actively promotes a culture where all pupils feel safe, valued and able to flourish.

What is Bullying?

Definition of Bullying Behaviour:

In the DFE 'Preventing and tackling bullying' (July 2017) document bullying is defined as:

> *'behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video), and is often motivated by prejudice against particular groups, for example on the grounds of race, religion, gender, sexual orientation special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.'*

The guidance notes that:

> '*Stopping violence and ensuring immediate physical safety is obviously a school's first priority but emotional bullying can be more damaging than physical; teachers and schools have to make their own judgements about each specific case.'*
>
> *'Many experts say that bullying involves an imbalance of power between the perpetrator and the victim. This could involve perpetrators of bullying having control over the relationship which makes it difficult for those they bully to defend themselves. The imbalance of power can manifest itself in several ways, it may be physical, psychological (knowing what upsets someone), derive from an intellectual imbalance, or by having access to the support of a group, or the capacity to socially isolate. It can result in the intimidation of a person or persons through the threat of violence or by isolating them either physically or online.'*
>
> *`Low level disruption and the use of offensive language can in itself have a significant impact on its target. If left unchallenged or dismissed as banter or horseplay it can also lead to reluctance to report other behaviour. Early intervention can help to set clear expectations of the behaviour that is and isn't acceptable and help stop negative behaviours escalating'.*

The Christian vision and virtues of our school should lead to a diminishing of any such behaviour.

Types of Bullying:

Definition of Child on Child abuse:

Child-on-Child abuse is defined as abuse between children.

We have a zero-tolerance approach to abuse, including child-on-child abuse.

All staff will be aware that child-on-child abuse can occur between pupils of any age and gender, both inside and outside of school, as well as online. All staff will be aware of the indicators of child-on-child abuse, how to identify it, and how to respond to reports. All staff will also recognise that even if no cases have been reported, this is not an indicator that child-on-child abuse is not occurring. All staff will speak to the DSL if they have any concerns about child-on-child abuse.

All staff will understand the importance of challenging inappropriate behaviour between peers, and will not tolerate abuse as "banter" or "part of growing up".

Child-on-child abuse can be manifested in many different ways, including:

- Bullying, including cyberbullying and prejudice-based or discriminatory bullying.
- Abuse within intimate personal relationships between children.
- Physical abuse – such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm.
- Sexual violence, such as rape, assault by penetration and sexual assault (this may include an online element which facilitates, threatens and/or encourages physical abuse).
- Sexual harassment, such as sexual comments, remarks, jokes and online sexual harassment, which may be standalone or part of a broader pattern of abuse.
- Causing someone to engage in sexual activity without consent.
- The consensual and non-consensual sharing of nude and semi-nude images and/or videos (also known as sexting).
- Upskirting – which typically involves taking a picture under a person's clothing without their permission.
- Initiation- and hazing-type violence and rituals, which can include activities involving harassment, abuse or humiliation used as a way of initiating a person into a group, and may also include an online element.

All staff will be clear as to the school's behaviour policy and procedures regarding child-on-child abuse and the role they have to play in preventing it and responding where they believe a child may be at risk from it.

All staff will be made aware of the heightened vulnerability of pupils with SEND, who evidence suggests are more likely to be abused than their peers. Staff will not assume that possible indicators of abuse relate to the pupil's SEND and will always explore indicators further.

All staff will be made aware of the heightened vulnerability of LGBTQ+ pupils, who evidence suggests are also more likely to be targeted by their peers. In some cases, pupils who are perceived to be LGBTQ+, regardless of whether they are LGBTQ+, can be just as

vulnerable to abuse as LGBTQ+ pupils. The school's response to sexual violence and sexual harassment between pupils of the same sex will be equally as robust as it is for incidents between children of the opposite sex.

Pupils will be made aware of how to raise concerns or make a report and how any reports will be handled. This includes the process for reporting concerns about friends or peers. Pupils will also be reassured that they will be taken seriously, be supported, and kept safe.

Online and Cyber-bullying:

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click.

The school recognises that bullying may occur through:

- social media platforms;
- messaging applications;
- online gaming platforms;
- websites and forums;
- image and video sharing services;
- artificial intelligence and emerging online technologies.

The school may take action in respect of incidents that occur outside school where the behaviour:

- affects the wellbeing, safety or education of pupils;
- impacts upon the orderly running of the school;
- causes members of the school community to feel unsafe.

The Education Act 2011 amended the power in the Education Act 1996 to provide that when an electronic device, such as a mobile phone, has been seized by a member of staff who has been formally authorised by the headteacher, that member of staff can examine data or files, and delete these, where there is good reason to do so. This power applies to all schools and there is no need to have parental consent to search through a young person's mobile phone.

If an electronic device that is prohibited by the school rules has been seized and the member of staff has reasonable ground to suspect that it contains evidence in relation to an offence, they must give the device to the police as soon as it is reasonably practicable. Material on the device that is suspected to be evidence relevant to an offence, or that is a pornographic image of a child or an extreme pornographic image, should not be deleted prior to giving to the police. If a staff member finds material that they do not suspect contains evidence in relation to an offence, they can decide whether it is appropriate to delete or retain the material as evidence of a breach of school discipline.

All incidents of cyberbullying will be investigated and addressed in accordance with this policy and the school's safeguarding procedures.

At Christ Church we identify Bullying as falling into two categories:

1. **Emotionally harmful behaviour**, such as taunting, spreading hurtful rumours and excluding people from groups or cyber bullying and
2. **Physically harmful behaviour** such as kicking, hitting, pushing, or other forms of physically abusive behaviour.

The behaviour constitutes bullying if:

- It is repetitive, wilful or persistent (Several Times On Purpose - STOP)
- It is intentionally harmful, carried out by an individual or group
- There is an imbalance of power leaving the person who is bullied defenceless.

The most obvious bullying situation is where one or more children, on repeated occasions, deliberately act in such a way as to distress another child. In such cases, the bullies are more readily identifiable. There may be cases, however, where a child is subjected to inappropriate behaviour on repeated occasions, but the perpetrators change from incident to incident. In these cases, it is not always appropriate to label individual children as a bully.

The nature of bullying can be:

- Physical (e.g. hitting, kicking, pushing or inappropriate/unwanted physical contact)
- Verbal (e.g. name calling, ridicule, comments)
- Cyber (e.g. messaging, social media, email)
- Emotional/indirect/segregation (e.g. excluding someone, spreading rumours)
- Visual/written (e.g. graffiti, gesture, wearing racist insignia)
- Damage to personal property
- Threat with a weapon
- Theft or extortion
- Persistent bullying

Bullying could be based on many things, including:

- Race
- Religion or belief
- Special Educational Needs or disability
- Culture or class
- Appearance or health conditions
- Related to home or other personal circumstances
- Gender
- Sexual orientation or Gender identity (homophobic, biphobic, transphobic)*
  **Homophobic, biphobic or transphobic bullying can be defined as behaviour or language which makes a person feel unwelcome or marginalised because of their sexual orientation or gender identity, whether actual or perceived, or because of their association with people who are, or are perceived to be lesbian, gay, bisexual or transgender (e.g. children of same sex couples).*

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

Several

Times

On

Purpose

The school has a number of strategies for dealing with this situation at a group, class or whole school level. All children are encouraged to speak out and talk to an adult if they have any concerns, in the knowledge that all staff will listen and act swiftly in order to deal with such issues.

Who does this policy apply to?

This policy applies to all adults, children and young people at Christ Church CE Primary School and addresses child to child, adult to child, child to adult and adult to adult bullying behaviour.

Where the Policy Applies:
The policy applies to all incidents and reports of bullying at our school. We recognise that bullying can occur anywhere. Where incidents are reported by pupils concerning home we will follow our safeguarding procedures as necessary. Where there are reported incidents of cyberbullying, involving and perpetrated by any of our pupils, we will respond in accordance with the aims and objectives of this policy.

When the policy Applies:

> *"The provisions of this policy will be applicable in relation to behaviour outside school on school business (for example school trips, sports fixtures, work experience etc), and also where there is a clear link between the behaviour and the maintaining of good order and discipline within the school. In appropriate circumstances, the provisions of the policy will also extend to cover the conduct of pupils when they are not on school premises and not under the control or supervision of a member of staff."*

All teachers have a “legal duty of care towards pupils”. The essence of that duty is to take reasonable steps to protect the welfare, health and safety of pupils and to act with reasonable skill and care.

All other adults within the school have a duty of care to act “as a reasonable parent”. However, in view of teachers training and experience they are considered to have an “enhanced” duty of care towards children and their actions would be expected to reflect this.

Support for Pupils with SEND

The school recognises that pupils with Special Educational Needs and Disabilities (SEND) may be at increased risk of bullying behaviour and may face additional barriers when reporting concerns.

Reasonable adjustments will be made where necessary to ensure pupils with SEND can:

- recognise bullying behaviours;
- communicate concerns;
- participate fully in investigations;
- access appropriate support and intervention.

Staff will never assume that indicators of bullying or abuse relate solely to a pupil's SEND and will investigate concerns thoroughly.

Responding to Child on Child Abuse and Bullying Behaviour

Reporting Procedures:

How Pupils Can Report Concerns

Pupils can report bullying concerns through a variety of routes, including:

- speaking to any trusted adult;
- speaking to their class teacher;
- speaking to a member of the Senior Leadership Team;
- speaking to the Designated Safeguarding Lead;
- using class worry boxes (where available);
- asking a parent or carer to contact school on their behalf.

All reports will be taken seriously and acted upon promptly.

We want our pupils to feel that they are able to come forward. Children should know that their concerns will be acted upon quickly and taken seriously. Adult intervention should not make matters worse. Pupils must be reassured that they can have trust in:

- The adults they report to
- The system the school uses

and that

- The bullying will stop
- Outcomes will be proportionate

Staff:
All staff are able to report incidents of bullying (of either themselves or others) by:

- Discussing any incidents or concerns with a member of the Senior Leadership Team in confidence.
- Reporting any incident or concern to the Chair of Governors.

Our “open door” policy extends to all staff.

- Completion of **Bullying Incident Forms** (see appendix) which should be passed onto a member of the SLT and/or the Headteacher should be completed where a member of staff wishes to report bullying behaviour or concerns. Incidents should also be recorded on CPOMS – our internal record keeping system.

Other Adults / Visitors to School:
Any other adult / visitor to school should immediately report any concerns or incidents of bullying to any member of staff within the school. Once reported the member of staff will follow normal school procedures by completing a Bullying Incident Form / via CPOMS and report the incident to a member of the Senior Leadership Team.

Parents:
At Christ Church we operate an "open door" policy and actively encourage parents to report any concerns. We want to work with all our parents for the benefit of our pupils. The Headteacher and/or the Assistant Headteacher / SENCO are present on the school yard at the start and end of each day. Teaching staff are also visible on the yard at the end of each school day to talk and discuss any issues that have occurred.

Parents may also telephone and speak to the Headteacher or Class Teacher to discuss any issues and concerns they may have.

All staff should be aware that any incidents of bullying should be reported to the Headteacher, or, if unavailable, a member of the Senior Leadership Team. Concerns will be noted using the Bullying Incident Form / via CPOMS.

Staff should be sensitive towards the anxiety/anger the incident may have caused the parent and should reassure them about:

- how the matter will be dealt with,
- when it will be dealt with, and that
- the school will contact the parent with the outcome and findings of any action plus any further action that will be taken to prevent future occurrence.

Supporting Mental Health and Wellbeing

The school recognises that bullying can have a significant impact upon emotional wellbeing, mental health, self-esteem, attendance and educational outcomes.

Where appropriate, support may include:

- pastoral support;
- wellbeing interventions;
- safeguarding support;
- family support;
- referral to external agencies.

Support will be available both for pupils experiencing bullying and for those displaying bullying behaviours where underlying needs are identified.

Incident Management

Staff must be absolutely clear that where there are incidents, allegations or disclosures of "bullying", the Headteacher and/or Designated Safeguarding Lead (DSL) must always be consulted prior to any investigation being undertaken.

Responding to an Allegation of Bullying Behaviour

Adults should try to remember that the pupil might well be concerned about the response the adults will make. Pupils often fear that they will not be believed or that there will be reprisals from the aggressor. Sensitive and discrete handling of disclosures will help to reassure and protect the child.

- Never ignore suspected bullying
- Don't make premature assumptions
- Listen carefully to all accounts
- Adopt a problem solving approach
- Follow up repeatedly

After an allegation of bullying behaviour the member of staff to whom the disclosure is made should follow normal school policy in relation to managing incidents.

Investigating an Allegation of Bullying Behaviour

Liaison will be necessary with the class teacher, and may be necessary with the Designated Senior Lead for Safeguarding and the Headteacher.

Where safeguarding is NOT an issue the following is provided as a guide:

(a) The key teacher and class teacher together agree:
- The level and seriousness of the alleged bullying behaviour
- Who will talk to the pupils involved?
- Who else needs to be informed and at what stage, eg the headteacher, parents/carers, welfare staff?

(b) The agreed member of staff should speak to the bullied pupil and ask him/her to write down their account with dates, places and times and names if possible. In relation to SEN pupils some learners will find it difficult to remember details of an incident if recording does not take place immediately. Staff should also be sensitive to the fact that some SEN pupils may have difficulty either communicating what happened or identifying the perpetrator/s and should check the pupils understanding. In such circumstances the support of witnesses and bystanders is particularly relevant. The pupil should then be asked what they would like to happen next (staff should be mindful that pupils sometimes articulate unrealistic expectations).

(c) If the key teacher is satisfied the pupil is not in any immediate danger measures should be taken to support them for the rest of the day and if necessary until the situation is resolved.

(d) Allegations should be looked into.

(e) A number of pupils may have to be spoken to in order to establish whether the allegations are true or false. Depending on the nature of the bullying incident

and the names of the pupils involved staff will have to decide the most appropriate way to carry out enquiries.

(f) If allegations are found to be true contact should be made with the parents/carers of those involved.

(g) An INCIDENT LOG, including the date and time parents/carers were contacted, should be completed (this must be recorded on CPOMS).

(h) Appropriate sanctions (that comply with the schools behaviour policy) should be discussed and agreed with the Headteacher. Any sanctions should be reported to parents.

(i) Follow up Action:

- Is it necessary to inform all staff and increase vigilance in the short term?
- Will it be necessary to speak to a group or class of pupils?
- Will it be necessary to speak to pupils in assembly?
- Can we support the victim/family in any way?

Procedures for Recording Bullying Behaviour

At Christ Church:

- All disclosures of bullying will be recorded using **Bullying Incident Forms / CPOMS**
- Chronological **incident logs** (where appropriate) should be maintained which detail when and how the school has responded to the disclosure and any follow up action that has been taken.
- Concern forms and Incident logs will be kept centrally by the Headteacher (or stored on CPOMS).

Why keep records?

"The DFE recommends that staff should develop a consistent approach to monitoring bullying incidents in their school and evaluating whether their approach is effective.' (DFE Preventing and Tackling Bulling July 2017)

At Christ Church it is agreed that written records will be kept to:

- Manage cases effectively
- Monitor and evaluate effectiveness of strategies
- Demonstrate defensible decisions in the event of a complaint being made
- Engage and inform multi-agency teams as necessary

Procedures for Dealing with Complaints

Where parents do have complaints we will:

- Invite them into school to discuss the matter with the Headteacher and/or Class Teacher.
- Keep a written record of the interview and nature of the complaint.
- A record of action already taken by the school may be shown to the parents/carers but only if anonymised.

- Further action to be taken is agreed with the parents/carers (and the pupil) and recorded.
- A date for a further contact with parents/carers is made and that a future meeting is arranged (if felt needed) to monitor the situation.

The school should check that the school is providing all possible help and support for the pupil.

Where a parent/carer is not satisfied with the schools response to their initial complaint they have the right to use the Schools Complaints Procedure.

Support / Intervention

The DFE Preventing and Tackling Bullying guidance (July 2017) notes:

> *'Schools should apply disciplinary measures to pupils who bully in order to show clearly that their behaviour is wrong. Disciplinary measures must be applied fairly, consistently, and reasonably taking account of any special educational needs or disabilities that the pupils may have and taking into account the needs of vulnerable pupils. It is also important to consider the motivations behind bullying behaviour and whether it reveals any concerns for the safety of the perpetrator. Where this is the case the child engaging in bullying may need support themselves.'*

At Christ Church we will:

- Involve parents.
- Involve pupils.
- Implement disciplinary sanctions.
- Openly discuss differences between people that could motivate bullying.
- Seek support from specific organisations or resources (where felt necessary) for help with particular problems.
- Provide staff training on our policy and practice.
- Make it easy for pupils to report bullying so that they are assured that they will be listened to and incidents acted on.
- Create a safe, inclusive environment where pupils can openly discuss the cause of their bullying, without fear of further bullying or discrimination.

Sanctions

At Christ Church our school rule is **"To respect and show courtesy and kindness to all people at all times."** When dealing with any incident we would first want the perpetrator to understand the effect that their actions have had on the victim and how this has left him/her feeling. Overall we want the perpetrator to be sorry for their actions.

Sanctions that the school may use to punish a pupil may include loss of privileges (playtime) etc. More extreme sanctions may include exclusion (reference should be made to the school's behaviour policy).

All incidents will be dealt with on an individual basis.

Preventative Measures

Awareness Raising

The school actively promotes anti-bullying messages throughout the year and participates in national awareness campaigns such as Anti-Bullying Week.

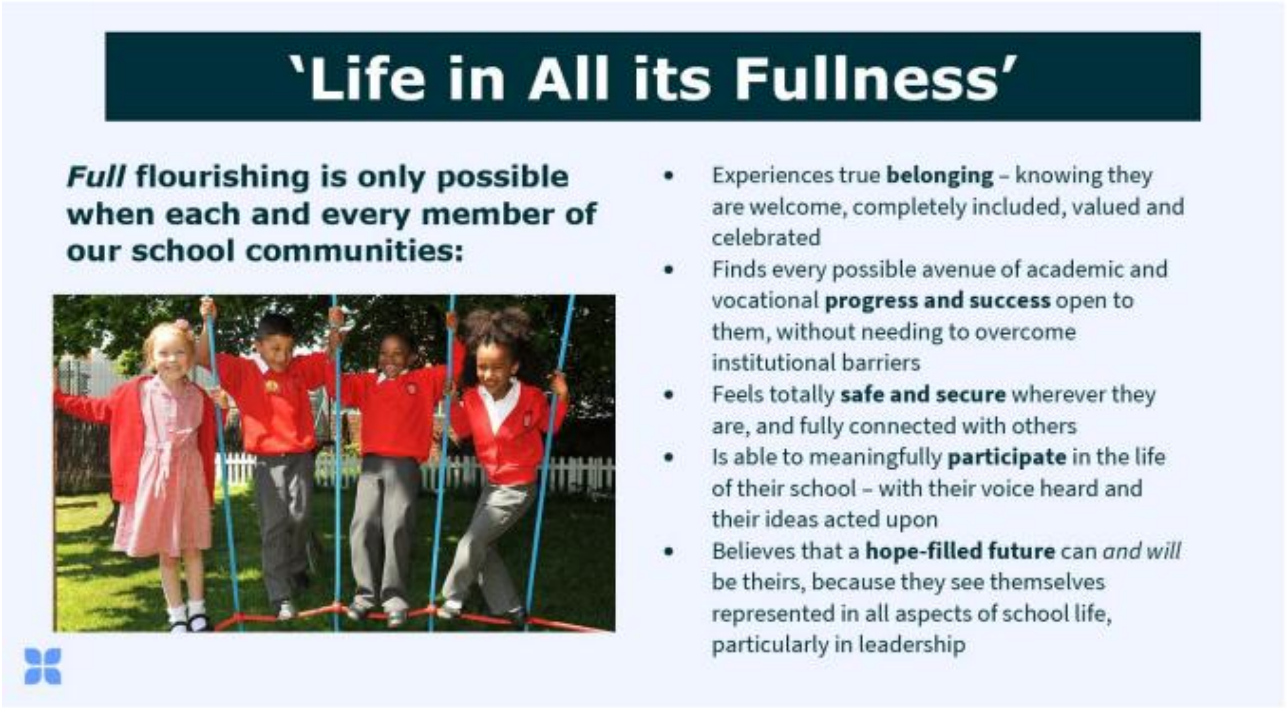
Through assemblies, collective worship, curriculum learning and pupil leadership opportunities, children are encouraged to:

- celebrate diversity;
- challenge prejudice respectfully;
- report concerns;
- support one another;
- contribute to a culture of kindness and belonging.

Our school Christian ethos is at the centre of this work.

We know that we have a safe and secure environment (as this is monitored through pupil questionnaires). We are proud to have an "OK to Tell" and "Open Door" policies which extend to pupils, parents, carers and staff. We recognise that occasionally incidents do occur. When they do we strive to deal with them quickly and effectively and in a positive manner.

We are reminded that for children at Christ Church to flourish they are `*to be loved unconditionally, enabled ambitiously, supported compassionately and championed relentlessly'.* *(The Church of England Education Office, Our Hope for a Flourishing Schools System, p9 [internet]).*



National Society for Education: Flourishing for All: Anti-Bullying Guidance for Church of England Schools Sept 2024

Implementation of the Policy

The Headteacher will have responsibility for ensuring that this policy is carried out. The Governing Body will take responsibility for ensuring that the policy is reviewed on a regular (annual basis) and will monitor incidents of bullying at the school.

The policy will be brought to the attention of staff through staff meetings. Children will be reminded throughout the course of the academic year through lessons, worship and assemblies etc. We will also raise awareness through specific events.

This policy will be made available to any parent/carer upon request.

Monitoring

The Headteacher and Governing Body will monitor patterns and trends in bullying incidents, including incidents related to:

- race;
- religion or belief;
- disability;
- special educational needs;
- sex;
- sexual orientation;
- gender reassignment;
- appearance;
- online behaviour.

Bullying records held on CPOMS will identify where incidents involve:

- racist behaviour;
- disability-related bullying;
- homophobic bullying;
- biphobic bullying;
- transphobic bullying;
- sexist behaviour;
- cyberbullying;
- child-on-child abuse.

Analysis of this information will be used to:

- identify emerging trends;
- evaluate the effectiveness of preventative strategies;
- inform staff training;
- inform curriculum planning;
- support governance monitoring.

Governors will receive anonymised reports regarding bullying incidents, trends and actions taken at least annually.

Evaluating the Policy

This policy will be reviewed annually by the Headteacher, Governors and Staff of the school.

The effectiveness of the policy will be measured through the number of reported incidents and pupil responses via our annual Pupil Attitude Questionnaire.

Equality Commitment

Christ Church CE Primary School will not tolerate any form of prejudice-based bullying or discriminatory behaviour.

The school is committed to meeting its duties under the Equality Act 2010 and promoting equality, diversity and inclusion for all members of the school community.

Bullying motivated by actual or perceived differences, including those related to protected characteristics, will always be taken seriously and addressed promptly.

Responsibilities in line with DFE Guidance:

Preventing and Tackling Bullying:

This policy reflects the statutory obligations on schools with regard to behaviour which establish clear responsibilities to respond to bullying. In particular section 89 of the Education and Inspections Act 2006:

- provides that every school must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils.
- gives head teachers the ability to ensure that pupils behave when they are not on school premises or under the lawful control of school staff.

The Equality Act 2010

The Equality Act 2010 replaces previous anti-discrimination laws with a single Act. A key provision is the Public Sector Equality Duty (PSED), which came into force on 5 April 2011 and covers age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The Duty has three aims. It requires schools to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and

- Foster good relations between people who share a protected characteristic and people who do not share it.

The Act also makes it unlawful for the Governing body of a school to discriminate against, harass or victimise a pupil or potential pupil in relation to admissions, the way it provides education for pupils, provision of pupil access to any benefit, facility or service, or by excluding a pupil or subjecting them to any other detriment.

Safeguarding Children and Young People

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is *'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'*. Where this is the case, the school staff should report their concerns to their local authority children's social care. Even where safeguarding is not considered to be an issue, schools may need to draw on a range of external services to support the pupil who is experiencing the bullying, or to tackle any underlying issue which has contributed to a child doing the bullying.

Criminal Law

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986.

If school staff feel that an offence may have been committed they should seek assistance from the police. For example, under the Malicious Communication Act 1988, it is an offence for a person to send an electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender, is guilty of an offence if their purpose in sending it was to cause distress or anxiety to the recipient.

Links with other Policies

This policy links to other policies that the school has. These include:

- Safeguarding and Child Protection Policy
- Behaviour Policy
- SEN Policy
- ICT policy,
- Health and Safety policy
- E-Safety Policy
- Confidentiality Policy

Review Date:

November 2027

Signed_____(Headteacher) _____ (Chair of Govs)

Date:

Appendix

Bullying Incident Form