



Anti-Bullying Policy

St Christopher's Church of England High School

Compiled by:	Mrs S Parkinson, Senior Assistant Headteacher		
Approved by:	Full Governing Body	Date:	24 March 2022
Last reviewed on:	March 2024	Next review due by:	March 2024

St Christopher's CE High School Mission Statement

St Christopher's is a Church of England Academy where pupils and staff work together, in the knowledge and love of God. We try to act out our faith in daily life, with Christ as our example.

Within our strong Christian, Anglican context, we seek to promote the spiritual, moral, cultural, intellectual and physical development of our pupils, growing together as a caring and supportive community whilst preparing them for the opportunities, responsibilities and experiences of their adult lives.

We aim to achieve our mission by providing an environment which

- recognises that each member of the school community is an individual with specific needs and strengths
- fosters mutual respect and concern for others
- values the contribution made by each member of the school community
- encourages and celebrates positive achievement
- actively supports those in need.

School Statement on Bullying

We believe that all people are made in the image of God and are unconditionally loved by God. Everyone is equal and we treat each other with dignity and respect. St Christopher's is a place where everyone should be able to flourish in a loving and hospitable community.

Aim and Purpose of the Policy

This policy supports the guidance in the DfE 2021 Keeping Children Safe in Education document, the two editions of the CofE Valuing All God's Children documents and the Ofsted Review of sexual abuse in schools and colleges 2021.

To ensure a secure and happy environment, free from threat harassment, discrimination or any type of bullying behaviour.

To create a climate where all are treated with dignity and respect and where all members of St Christopher's community understand that bullying is not acceptable.

To ensure a consistent approach to preventing, challenging and responding to incidents of bullying that occur.

To inform pupils and parents of St Christopher's expectations and to foster a productive partnership which helps to maintain a bullying-free environment.

To outline our commitment to continuously improving our approach to tackling bullying by regularly monitoring and reviewing the impact of our preventative measures.

Definition of Bullying

Bullying is hurtful, unkind or threatening behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards another individual or group, where bullies hold more power than those being bullied. If bullying is allowed, it hurts the perpetrator, the target and the whole school community and its secure, happy environment.

The nature of bullying can be:

- Physical (eg. hitting, kicking, pushing, inappropriate/unwanted physical contact, up-skirting)
- Verbal (eg. name-calling, ridicule, comments)
- Online (eg. messaging, social media, email)
- Emotional/indirect/segregation (eg. excluding someone, spreading rumours)
- Visual/written (eg. graffiti, gestures)
- Damage to personal property
- Threats
- Theft or extortion

Bullying can be based on any of the following things:

- Appearance or health conditions
- Culture
- Gender (Sexism)
- Gender identity (transphobic)
- Home or personal circumstances
- Race
- Religion or belief
- Sexual harassment*
- Sexual orientation, or perceived orientation
- Special Educational Needs (SEND)

* Sexual harassment can include, but is not limited to:

- Sexual comments, such as sexual stories, lewd comments, sexual remarks about clothes and appearance, and sexualised name-calling.
- Sexual “jokes” and taunting.
- Physical behaviour, such as deliberately brushing against someone, interfering with someone’s clothes, and displaying images of a sexual nature.
- Online sexual harassment, which may be standalone or part of a wider pattern of sexual harassment and/or sexual violence.

Reporting Bullying

If a pupil is being bullied, they should inform a member of school staff, or a senior pupil. Alternatively, parents are encouraged to telephone or email school via St Christopher's website with a concern for the attention of their child's Heads of Year or Form Teacher.

Roles and Responsibilities

Staff

School staff have a responsibility to challenge all bullying behaviour and offensive language, report bullying via Synergy, be vigilant to signs of bullying and play an active role in St Christopher's efforts to prevent bullying.

Heads of Year have responsibility for investigating and dealing with incidents of bullying. They speak to pupils, liaise with parents and determine how the issue will be dealt with. The Well Being Team support pupils suffering from the impact of bullying as needed.

Senior staff

The Senior Management Team and Mr Jones, Headteacher, have overall responsibility for ensuring that our anti-bullying policy is followed by all members of staff and that St Christopher's upholds its duty to promote the safety and wellbeing of all our young people.

Mrs S Parkinson, Senior Assistant Headteacher, is the designated teacher for anti-bullying.

Parents

Parents have a responsibility to look out for signs of bullying and support their child by contacting school by telephone or emailing via the school website.

Pupils

Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. Pupils should never be bystanders to incidents of bullying – they should offer support and we encourage that problems are reported. This advice is routinely reinforced in assemblies.

Responding to Bullying

When bullying has been reported, the following actions will be taken:

- Staff will record the bullying on a Pastoral Log and/or Behaviour Log on Synergy and ensure that key staff are aware of the problem.
- Heads of Year and Mrs S Parkinson will monitor incidents recorded on Synergy and respond appropriately in line with our Behaviour Policy.
- Support will be offered to the **target** of the bullying from e.g. the Pastoral Team, a Year Mentor, the Well Being Team, through the use of restorative justice or an anti-bullying card.
- Staff will proactively respond to the **bully**, who may also require support from e.g. the Pastoral Team, Well Being Team, a School Counsellor or through the use of restorative justice.
- Staff will assess whether parents need to be involved.
- Staff will assess whether any outside agencies e.g. the police, CEOP or CSC need to be involved, particularly where actions take place outside of school.
- Mrs S Parkinson and Mr Jones will report on bullying patterns to the governors' Wellbeing Committee. These reports contribute to our records of Serious Incidents.

Online Bullying

Where online bullying impacts on St Christopher's pupils' wellbeing, we will work with parents to help to resolve the issue and are happy to advise them on outside agency support. This also applies to online sexual harassment, which can include:

- The consensual and non-consensual sharing of nude and semi-nude images and/or videos.
- Sharing unwanted explicit content.
- Up-skirting.
- Sexualised online bullying.
- Unwanted sexual comments and messages, including on social media.
- Sexual exploitation, coercion, and threats.

Derogatory Language

All derogatory or offensive language is unacceptable and will not be tolerated. This type of language can take any of the forms of bullying. It must always be challenged by staff and recorded and monitored via Synergy. Appropriate actions and sanctions will be taken for pupils (and staff) using any such language. Teachers are also expected to challenge and record the casual use of derogatory language through Synergy.

Prejudice Based Incidents

A prejudice based incident is a one-off event of unkind or hurtful behaviour that is motivated by prejudiced or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant effect. All prejudice based incidents are taken seriously, recorded and monitored in school, with the Headteacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

School Strategies to Prevent and Tackle Bullying

This range of measures is used to prevent and tackle bullying:

- Our mission statement is at the heart of everything we do and ensures that all members of St Christopher's school are revered and respected as members of a community where all are known and loved by God.
- We include pupil-friendly anti-bullying guidance in homework planners to ensure all pupils know the policy and how to report bullying.
- The PSHE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond to and prevent bullying. It also includes opportunities for pupils to learn to value themselves, value others and appreciate and respect difference, in line with British Values.
- Collective worship explores the importance of inclusivity, dignity and respect, as well as other themes that play a part in challenging bullying. National Anti-bullying Week provides an annual focus for proactive messages to all year groups.
- Through activities such as School Council, Debating Club and numerous examples 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.
- Stereotypes are challenged by staff and pupils across the school.
- Year Seven Mentors and Sixth Form peer mentoring offers support to pupils.
- Restorative justice systems provide support to targets of bullying and those who show bullying behaviour.
- Working with parents and partnerships with outside agencies helps us to tackle bullying where appropriate.
- Use of an Anti-Bullying Mentoring Card can help support victims.

Training

The Headteacher is responsible for ensuring that all school staff receive regular training on all aspects of the anti-bullying policy.

Monitoring the Policy

Mrs S Parkinson is responsible for monitoring this policy on a day-to-day basis and for monitoring and analysing the recorded Synergy data on bullying. Any trends are noted and reported to SMT, governors and the Pastoral Team.

Pupil Voice contributes to this analysis when pupils complete the annual Anti-Bullying Survey, to coincide with National Anti-Bullying Week. The feedback is shared with pupils in year assemblies, School Council and analysed by the Pastoral Team to support good practice and review procedures.

Link Policies

See also: Safeguarding Policy, Behaviour Policy, Equality Policy, Well Being Policy, LGBT+ Policy.

Evaluating and Reviewing

The Headteacher (assisted by Mrs S Parkinson) is responsible for reporting to the governing body on how this policy is being enforced and upheld, via the termly report to the Governors' Wellbeing Committee. The governors are in turn responsible for evaluating the effectiveness of this policy via the termly report and by in-school monitoring, such as learning walks and focus groups with pupils. If further improvements are required, the school policies and anti-bullying strategies should be reviewed.

This policy is reviewed every two years, in consultation with the whole school community including pupils, staff, parents and governors.

Updated by S. Parkinson, Senior Assistant Headteacher, using the recommended policy framework from *Valuing All God's Children 2 – Guidance for Church of England schools on challenging homophobic, biphobic and transphobic bullying and with reference to DfE 2021 Keeping Children Safe in Education document and the Ofsted Review of sexual abuse in schools and colleges 2021.*



**That person is like a tree planted by streams of water,
which yields its fruit in season and whose leaf does not wither-
whatever they do prospers.**

Psalm 1:3



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