



**St Mary Magdalene C of E School
with
Christ Church C of E Primary School**

Anti-Bullying Policy

This policy was:	Written in	Summer 2020
	Updated in	Spring 2023
	Review date	Spring 2025

Everyone is created in the image of God and is of infinite worth.

The Koinonia Federation's Anti-bullying Policy is based on Christian values as our motto from the gospel of Luke reminds us: 'Do unto others, as you would have them do unto you.'

Reconciliation and forgiveness are central to the Christian gospel and the notion of a fresh start and reintegration programme for pupils is a key part of the Federation's policy.

We recognise our moral and statutory responsibility to safeguard and promote the welfare of all pupils. We endeavour to provide a safe and welcoming environment where all children and young people are respected and valued.

Federation Vision and Values

**"Do unto others, as you would have them do unto you."
Luke 6:31**

In the Koinonia Federation we strive for excellence and high standards through:



A Koinonia student will go out into the world happy, courageous, resilient, motivated with a lifelong love of learning, fully equipped to make a positive contribution to society.

It is important that the whole Federation community agrees on what compromises bullying. Children and adult perceptions on of bullying can vary from person to person. Within the Koinonia Federation we define bullying in the following:

A repetitive series of actions by an individual or group can cause long lasting fear, anxiety or harm to another person or group of people. These may be verbal or physical actions which are designed to intentionally hurt and intimidate or to make the person who is at the receiving end feel unhappy, embarrassed or insecure about themselves.

EXAMPLES

<u>PHYSICAL BULLYING</u> <ul style="list-style-type: none"> • Hitting, pushing, kicking, tripping, spitting, hair pulling, throwing things, interfering with another's property by stealing/ hiding/ damaging/intruding upon it; • Extortion/ threatening demands for money or other items • Writing or drawing offensive notes/graffiti about another 	<u>VERBAL BULLYING</u> <ul style="list-style-type: none"> • Name calling; insulting or offensive remarks; accusing, taunting, put downs, words used in a derogatory way. • Ridiculing another's appearance /way of speaking/disability/ personal mannerisms/ race/ colour/ religion; • Humiliating another publicly • Spreading malicious or nasty rumours; threatening; intimidation, mocking, sarcasm
<u>EMOTIONAL BULLYING</u> <ul style="list-style-type: none"> • Excluding/ shunning others from group activity/ social setting or play • Belittling another's abilities or achievements • Menacing looks /stares/ gestures/ Rude signs 	<u>CYBER BULLYING</u> <ul style="list-style-type: none"> • Misuse of emails, images, text, blogs, tweets, forums and chat rooms to hurt/embarrass/ demean/ harass/ provoke or humiliate another using perceived anonymity • Misuse of mobile phones by text/ messaging/ calls or images – again to hurt/embarrass/demean/harass/provoke or humiliate another using perceived anonymity • Unauthorised publication or manipulation of private information; impersonation • Misuse of any electronic device that can be used to share information that is sensitive about another person.
<u>HTB BULLYING (homophobic, transphobic, biophobic)</u> <ul style="list-style-type: none"> • Any hostile or offensive action against lesbians, gay males, bisexuals or trans-gender people, or those perceived to be lesbian, gay, bisexual or trans-gender. 	

<u>What kind of behaviour is not bullying?</u> <ul style="list-style-type: none"> • Occasional loss of temper • Hurting by accident • Teasing or having a joke which is received in good spirit • Falling in and out with friends • Minor disagreements • Not being friends with someone • A disagreement, argument or fight between two people of equal strength or qualities • Wanting to play or talk to other students
--

Students who are being bullied usually give an indication that things are not going well for them, usually through a change in their behaviour or emotional state. Sometimes this change may be a result of being bullied. The list below details changes in behaviour, one or more of which may be displayed by young people who are victims of bullying.

Although not an exhaustive list they may:

- Lack concentration on school work or begin to perform poorly at school
- Be intermittently absent from school
- Be reluctant to walk to or from school or to any place that they may normally go; wanting a lift
- Wanting to be accompanied
- Be reluctant to talk about school
- Want to move or change schools
- Become anxious, withdrawn or lacking in confidence
- Lose, increase or change in appetite
- Become aggressive, disruptive or unreasonable
- Have unexplained injuries
- Complaint of a headaches/stomach aches frequently
- Start to stammer, when they did not do this before
- Cry or get angry with no clear explanation
- Start bedwetting
- Threaten to commit suicide or run away
- Come home with torn clothes
- Bully other children or siblings
- Ask for or steal money on a regular basis (to pay the bully)
- Be afraid to tell an adult what is wrong
- Be afraid to use the internet or mobile phone
- Become clingy to their parent or carer
- Have a sudden change in a social group

What should a student do if they feel they are being bullied?

Initially we feel it is important to listen carefully to, and believe the recipient's perception of what has happened to reassure them that they have acted correctly by telling an adult. The recipient will be asked to explain fully what has happened and asked questions in a non-judgemental way so they are not made to feel that they are responsible for the behaviour, or that their complaint is trivial or time wasting. The accused perpetrator of the bullying will be questioned and listened to along with any reliable witnesses. Having listened to both accounts, if it is felt that further action is necessary the parents of both children will be contacted. All incidents of bullying must be recorded on CPOMs by the staff members who are dealing with the incident.

Students who have been the victim of bullying can expect support in the following ways:

- by letting the child know that the school fully supports them
- by reassuring them that the behaviour will be dealt with swiftly
- by giving them support to re-build their confidence and be more assertive
- by providing students with a 'safe space' within the school premises where they can feel secure and comfortable
- by offering counselling if appropriate.

In the Primary phase, all pupils are expected to follow the Golden Rules. These rules promote positive relationships between children and helps them to feel safe.



EVERY PUPIL KNOWS THAT THEY ARE SAFE AT OUR SCHOOL

- **Every pupil knows** they are safe at our school because we have a shared Christian Ethos that ensures we are all **responsible** for treating each other with **respect** and **kindness**.
- **Every pupil knows** that they regularly discuss how they can stay safe during PSHE sessions. Many classrooms have worry boxes where children can anonymously write about what's on their mind.
- **Every pupil knows** that all adults within the school ensure that pupil safety is at the heart of everything we do. Pupils know that adults are always on hand outside of lessons to keep them safe.
- **Every pupil knows** they can voice their concerns via their school council and pupil faith team representatives.
- **Every pupil knows** that there is a primary safeguarding team that ensures all staff are supported in keeping students safe at all times.

In the secondary phase, all students are expected to follow the three R's. These rules promote positive relationships between students and the school community.



EVERY STUDENT KNOWS THAT THEY ARE SAFE AT OUR SCHOOL

Every student knows they are safe at our school because we have a shared Christian Ethos that ensures we are all **responsible** for treating each other with **respect** and kindness.

Every student knows that they belong to a family group in which they receive **daily support**

Every student knows that they regularly discuss how to stay safe during **PSHE sessions**.

Every student knows that they have a **student welfare assistant** if needed

Every student knows that adults are always on duty outside of lessons to keep **students safe**.

Every student knows that there is a secondary **safeguarding team**

An example of a poster you would find around our schools to help students remember the ways they can access help.



If you ever feel
unsafe you need to
**TELL
SOMEONE!**



✓ **Tell!** a member of the
safeguarding team



tellmi

<https://www.tellmi.help>

✓ **Tell someone!** by using the **TELLMI APP**



SHARP

sharp@koinoniafederation.com

✓ **Tell someone!** by using the school's **SHARP** system

✓ **Tell!** your family group tutor,
student welfare assistant, head
of year, class teacher or **any**
adult in the school

What should a parent do if they believe their child is being bullied?

If a parent suspects that their child is being bullied they should contact the school immediately. Initially they should speak to their child's class teacher or family group tutor or the HSLW. If a parent has very serious or urgent concerns they should contact the school office and the relevant staff member will contact you.

Parents should:

- Try to react proportionally to any incidents involving their children
- Show sympathy but try not to dwell on the situation
- Tell your child that bullying does exist and it's not their fault
- Not try to deal with school related incidents without contacting the school first.
- Not tell siblings or friends to deal with the problem, fight or hit back.
- Not approach a child, even if you feel that your child is being bullied. As this may cause you to be accused of intimidation or bullying yourself.

We encourage parents to regularly check your child's mobile phone for inappropriate messages especially in WhatsApp groups.

How does the Federation deal with perpetrators of bullying?

We believe that education and awareness raising is the most effective way of dealing with children and young people who have learned bullying. Our aim is to get the person who has been using bullying behaviour to show empathy for the victim. The parents of children who have been accused of bullying will be contacted straight away and made fully aware of the allegations. Perpetrators of bullying will have to account for their actions and apologise to their victims. A Restorative Approach will be used to try to resolve any conflict and repair relationships. It is logged electronically and also an Internal exclusion and Federation exclusion from school may be given. An exclusion would only be considered in a case of extreme and continuing severe behaviour, bullying, etc.

Proactive Strategies used within the Koinonia Federation to ensure awareness is raised are:

- Promote Christian ethos and Federation vision at all times.
- Awareness of Rights and Responsibilities.

- Recognise and reward good behaviour.
- Use of creative learning to enhance social and emotional skills.
- Federation Collective Worship –addressing Bullying and providing Anti-Bullying Strategies.
- Vigilant supervision –playground / general school environment.
- Consultation with School Council.
- Use of Circle time and focussed PSHE Curriculum.
- Questionnaires.
- Awareness raising e.g. parent meetings, class information meetings, School Policies, newsletters, website.
- Awareness of national Anti-Bullying Week.
- Classroom displays raising awareness of anti-bullying
- Use of outside agencies –NSPCC, Childline, Behaviour Support Team.
- Staff training / effective communication.

The Executive Co-Head teachers, supported by the Leadership Team reviews this policy on a regular basis and, if necessary, they make recommendations for further improvements. The Federation's Designated Safeguarding Officer and Governor responsible for Safeguarding meet regularly to monitor and review the policy. Any incidences of bullying are reported to the governors each term through the Executive's Co-Headteacher's Report to Governors.

Where else to get help?

www.nspcc.org.uk

<https://youngminds.org.uk>

<https://www.nationalbullyinghelpline.co.uk>

www.anti-bullyingalliance.org.uk

www.beatbullying.org

www.kidscape.org.uk

www.minded.org.uk

www.restorativejustice.org.uk

www.childnet.com

www.saferinternet.org.uk