



**Church of the  
Ascension**  
C of E Primary School

## **Anit-Bullying Policy November 2024**

### **“Learn with Love, Flourish in Faith”**

Our School Vision

*Do everything in love (1 Corinthians 16:14)*

As an inclusive Christian school, Church of the Ascension C.E Primary School aims to create a loving, caring and respectful community, where individuals can flourish spiritually, socially and academically as children of God in a rich learning environment. Our vision is to inspire lifelong learning, whilst encouraging resilience, independence, aspiration and an appreciation of God’s wonderful world.

We believe the six key values which characterise our school are:

- Thankfulness
- Generosity
- Respect
- Forgiveness
- Honesty
- Perseverance

We believe that these core Christian values are fundamental in helping to develop our children into responsible citizens of the future and will allow them to achieve their God-given potential.

**Approved by:**

**Date:**

**Last reviewed on:**

1<sup>st</sup> November 2024

**Next review due by:**

1<sup>st</sup> November 2025

As an inclusive Christian school, Church of the Ascension (CE) Primary School aims to create a loving, caring and respectful community, where individuals can flourish spiritually, socially and academically as children of God in a rich learning environment. Our vision is to inspire lifelong learning, whilst encouraging resilience, independence, aspiration and an appreciation of God's wonderful world.

We believe that these core Christian values are fundamental in helping to develop our children into responsible citizens of the future and will allow them to achieve their God-given potential. Our core Christian values form the foundation of our Behaviour Policy and are used to support children in reflecting on their behaviour:

### **Thankfulness**

*'Always be thankful.'* 1 Thessalonians 5:16

At Church of the Ascension (CE) Primary School, we encourage every child to express thankfulness and develop an appreciation of the world around them and everything that God has provided for them. It is our belief that thankfulness and gratitude are at the heart of spirituality, worship and happiness.

### **Generosity**

*'God loves a cheerful giver.'* 2 Corinthians 9:7

As Christians we are called to be generous. God's generosity towards us goes above and beyond anything that we can ask or think. Christian generosity is about far more than just sharing what we have: our time, our praise and our compassion. Regardless of the exact form our generosity takes, we encourage children to put others first and show one another the same love that Jesus showed to us.

### **Respect**

*'Do to others as you would have them do to you.'* Matthew 7:12

It is our belief that we are all made in the image of God, that everyone is special, everyone's opinion matters, everyone's contribution is important, everyone's feelings should be considered and everyone's faith is sacred. At Church of the Ascension (CE) Primary School, we are an inclusive and welcoming family who celebrate each other's achievements.

### **Forgiveness**

*'Forgive as the Lord forgave you.'* Colossians 3:13

Because we are part of God's family, we are forgiven and welcome no matter what. In our school, we offer a secure environment in which individuals can make mistakes on the road to reaching their full potential.

### **Honesty**

*'Do that which is honest.'* 2 Corinthians 13:7

When we are honest, we build strength of character that will allow us to be of great service to God and to others. We are blessed with peace of mind and self-respect and will be trusted by the Lord and others.

### **Perseverance**

*'With God, all things are possible.'* Matthew 19:26

The power of perseverance shows the willingness to keep moving forward despite the obstacles that stand in the way: perseverance builds character and resilience. We aim to

create a safe and nurturing environment where each child is encouraged to persevere to fulfil their dreams and reach their full, God-given potential.

## **Policy Rationale**

**‘Flourishing children are to be loved unconditionally, enabled ambitiously, supported compassionately and championed relentlessly.’**

The Archbishop of Canterbury, The Difference Course

At the heart of the vision for Church of the Ascension Primary School, is an upholding of the worth of each person: all are made in the image of God – and are therefore inherently valuable and innately worthy of dignity and honour. Each individual should be able to flourish, irrespective of physical appearance, gender, race, religion, ethnicity, socioeconomic background, academic ability, disability, age or sexual orientation. We therefore aim to ensure that every member of our school community:

- Experiences true belonging – knowing that they are welcome, completely included and valued.
- Is supported to find every possible avenue of academic and vocational success, without needing to overcome any barriers.
- Feels safe, welcome and secure, wherever they are in school,
- Is able to meaningfully participate in all aspects of school life, with their voice heard and ideas acted upon.
- Believe that a hope-filled future will be theirs.

Church of the Ascension Primary School is committed to providing an inclusive, welcoming, supportive and safe environment in which all children are free from the fear of being bullied. As a school, we take bullying and its impact seriously and bullying will not be tolerated, in our school whether it is carried out by a child or an adult.

This policy works in conjunction with the school’s:

Behaviour Policy

Data Protection Policy

Safeguarding and Child Protection Policy

Reasonable Force Policy

The following documents have been used to inform this policy:

[Flourishing for All: Anti-Bullying Guidance for Church of England Schools](#)

[Bullying at School: Bullying – a definition – Gov.uk](#)

[Anti-Bullying Alliance, At Risk Groups](#)

[The Church of England Education Office: Our Hope for a Flourishing Schools System](#)

### **Policy Aims:**

- To ensure a secure, happy environment that is free from threat, harassment and discrimination or any type of bullying behaviour.
- To create an environment where all are treated with dignity, respect and kindness.
- To create an environment in which all its members know and understand that bullying will not be tolerated.
- To ensure a consistent approach to preventing, challenging and responding to incidents of bullying that occur.
- To inform pupils and families of the school's expectations and to foster a productive partnership which helps to maintain an environment free from bullying.
- To outline our commitment to continually improving our approach to tackling bullying by monitoring and evaluating the impact of our preventative measures.

This policy adheres to the principles of data protection law.

### **Aims of the policy**

We aim to create a secure, happy and stimulating environment so that all of our pupils can learn and achieve through enjoyment and experience. We aim to enable our pupils to develop their full potential; socially, morally, emotionally, intellectually and physically.

#### **Our aims are:**

- To implement a whole school policy which is supported and followed by the whole school community: children, staff, parents and governors
- To ensure that there is a clear system of rules, rewards and consequences which are known by children, staff, parents and governors
- To apply positive policies to create a nurturing atmosphere in which learning and teaching can take place in a safe and secure environment
- To encourage good behaviour rather than simply punish negative or unwanted behaviours, by providing positive reinforcement for children of all ages and abilities
- To treat problems when they occur in a consistent and appropriate manner to achieve improved behaviour
- To develop in children a sense of self-discipline and an acceptance of responsibility for their actions
- To develop in children a sense of tolerance towards each other, respecting and appreciating feelings, views and capabilities
- To develop in children exemplary attitudes towards learning

Pupils are expected to show excellent conduct, manners and punctuality. We want our pupils to leave this school having developed confidence and respect for themselves, consideration and regard for others and pride in the wider community.

### **School strategies to prevent and tackle bullying:**

At Church of the Ascension Primary School, we foster a clear understanding that bullying, in any form, is unacceptable. We believe that preventing bullying is a whole-school responsibility and that where there are incidents of bullying, we will work together to resolve the situation and to learn from what has happened.

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

- Our vision is at the heart of everything that we do and ensure that all members of the school community are respected as part of our community, where all can flourish, together.
- Information about anti-bullying is well communicated and visible around our school and children know how and when to report concerns and get help and support.
- Our anti-bullying policy is shared in assemblies with children.
- Staff receive regular training on anti-bullying and how to spot signs and indicators that a child is experiencing bullying.
- Our curriculum includes opportunities for children to understand that bullying is wrong, learn 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.
- 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.
- Regular opportunities are provided 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.
- Our 'Playground Buddies' identify vulnerable groups and target their support to ensure that all are fully included and safe.
- Our school's Mental Health Lead provides support for both pupils and parents to help prevent and tackle bullying.
- Our pupil led Wellbeing Ambassadors provide support for all pupils.
- Our Behaviour Policy provides support through justice and restoration to target bullying and those who show bullying behaviour. Anyone displaying bullying behaviour will be placed on a red card and will spend time with a member of SLT reflecting on their behaviour. In addition, this will be recorded on CPOMS and a parental meeting arranged. Pupils displaying persistent bullying behaviours will be placed on a 6 week review of targeted support and the review period will not conclude until both victim and perpetrator are able to assure SLT that there have not been any further issues arising.
- Pupils are continually involved in developing school-wide anti-bullying initiatives through consultation with our School Council and Wellbeing Ambassadors.
- On a regular basis, pupils can feedback to staff on how happy and safe they feel at school.
- Contact details for the NSPCC Childline are on display throughout the school building.

### **What is bullying?**

The Department for Education defines bullying as 'behaviour that is:

- Repeated
- Intended to hurt someone physically or emotionally
- Often aimed at certain groups, for example because of race, religion, gender or sexual orientation.'

[Bullying at School: Bullying – a definition – Gov.uk](https://www.gov.uk/guidance/what-is-bullying)

Bullying prevents belonging and inclusion. It hinders academic and vocational progress and diminishes the ability or desire to participate in school life. Bullying is extremely harmful to the victims but it also harms the perpetrators.

| <b>Context:</b>                  | <b>Bullying behaviours that might occur:</b>  |
|----------------------------------|---|
| In-school bullying               | <p>Bullying actions on the school site might include:</p> <ul style="list-style-type: none"> <li>• Use of discriminatory or offensive language, name-calling</li> <li>• Physical harm, including threats of physical harm</li> <li>• Coercive and harmful sexual behaviour</li> <li>• Damage to property of stealing</li> <li>• Repeated exclusion from groups, games or other activities</li> <li>• Intentional ignoring to cause hurt</li> <li>• Sharing of untrue or private information without permission</li> </ul>   |
| Off-site bullying                | <p>Bullying actions (such as those above) which occur off the school site. This includes bullying which takes place on the way to and from school. School retain the powers to tackle these behaviours, even if they occur off-site.</p>  |
| Online bullying (cyber-bullying) | <p>Bullying which occur online, such as through social media or messaging apps. These can include:</p> <ul style="list-style-type: none"> <li>• Use of discriminatory or offensive language, name calling</li> <li>• Threats of physical harm</li> <li>• Attempts to coerce another into unwanted sexual activities</li> <li>• Repeated exclusion from groups, games and other activities</li> <li>• Intentional ignoring to cause hurt</li> <li>• Sharing of untrue or private information without permission</li> <li>• Creation and sharing of images intended to denigrate or shame another person</li> <li>• Inappropriate or unkind commenting on social media posts</li> </ul> |

Research shows that more than likely, bullying will cross over two or more of these contexts, so that it impacts on every aspect of life. Smart phones and other mobile devices mean that children are often unable to escape bullying which can follow them wherever they are. Church of the Ascension is a phone free site. Children are permitted to bring a phone to school, only if they are walking home unaccompanied. All devices are collected at the beginning of the day and stored securely in the school office until the end of the day.

### **What is child-on-child abuse?**

Schools are specifically expected to make every effort to prevent child-on-child abuse. Child-on-child abuse can look like:

- Bullying (including cyber-bullying, prejudice-based or discriminatory bullying)
- Hate incidents or hate crimes (including online)
- Physical abuse such as hitting, kicking, hair pulling, or threats to physically harm
- Racism (including verbal abuse or physical attacks)
- Sexual violence (such as sexual assault)
- Sexual harassment (in person or online)
- Coercive sexual behaviour
- Upskirting
- Initiation or hazing violence or rituals
- Misogyny (prejudice towards women and girls)
- Misandry (prejudice towards men and boys)

### **Signs and symptoms that a child is being bullied:**

A child's behaviour may indicate that they are being bullied. All school staff should be aware of these possible signs and should take action if a child:

- Is reluctant to attend school and/ or attendance is declining.

- Is frightened walking to or from school.
- Is unwilling to go out at break or lunchtime.
- Becomes withdrawn, anxious or appears to lack confidence.
- Performance at school declines.
- Has possessions 'go missing'.
- Has unexplained marks, cuts, bruises.
- Becomes unusually aggressive, disruptive or unreasonable.
- Is bullying siblings or other children.
- Is frightened to talk about their concerns.

Research shows that children are most likely to tell a family member if they are being bullied. At Church of the Ascension Primary School, we actively encourage parents to report any incidents of bullying immediately so that appropriate action can be taken.

### **The Equality Act 2010:**

The Equality Act 2010 protects people from discrimination (both direct and indirect), harassment and victimisation based upon an actual or perceived characteristic.

The 9 protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

National research has shown that some groups of children are particularly vulnerable to bullying, These include pupils with Special Educational Needs, Children Looked After by the Local Authority, pupils from minority ethnic groups or faiths, young carers, LGBTQ+ pupils and pupils perceived to be LGBTQ+.

### **Responding to bullying:**

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

- A careful investigation to establish whether bullying has occurred.
- Listen to all involved and involve children, where appropriate, in identifying bullying behaviours and offering potential solutions.
- Pass all cases of bullying onto the Head teacher via formal recording on CPOMS.
- Pass any safeguarding concerns on to the DSL via formal recording on CPOMS.
- Senior leaders will inform any other relevant members of staff.
- Appropriate support will be provided to both victim and perpetrator.
- The school will ensure that parents/ carers are fully informed and actions that have been taken, following child protection and confidentiality procedures.
- Apply relevant sanctions, as identified with the Behaviour Policy. The sanctions will be decided by the senior leadership team and will be based on each individual case.
- Regular reviews will take place to ensure that bullying has not re-occurred. This will be formally recorded weekly.

- The head teacher will maintain a record on all identified cases of bullying which are regularly monitored to identify any patterns or trends. This is reported to Governors on a termly basis.
- The senior leadership team will evaluate whether any other authorities should be involved, such as police, Children's Services etc.

## **Responsibilities**

### Teaching and non-teaching staff:

All staff in our school take all forms of bullying seriously and intervene to prevent incidents from taking place. Staff attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying. Incidents of bullying should be reported on CPOMS and dealt with by the child's class teacher in the first instance and if necessary referred to the Key Stage Leader, Deputy Head or Headteacher.

### Head teacher and Senior Leadership Team:

It is the responsibility of the Senior Leadership Team to implement the school anti-bullying strategy and to ensure that all staff are aware of the school policy and know how to deal with incidents of bullying. The headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The headteacher ensures that the school ethos has anti-bullying as high profile, all children know that bullying is wrong, and that it is unacceptable behaviour. The headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

### Governing Body:

The governing body supports the headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately with regard to the school's Behaviour Policy.

The governing body monitors the incidents of bullying that occur and reviews the effectiveness of the school policy regularly. The governors require the headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

### Parents:

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.



Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

This policy is reviewed annually by the Quality of Education committee of the Local School Board.