




EMMAUS

**Catholic and Church of England
Academy**

Anti- Bullying Policy

Name of school:	Emmaus Catholic and Church of England
Date of approval of this policy:	Autumn 2021
Approved by:	Governing Body
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EMMAUS



A Catholic and Church of England Voluntary Academy

Anti-Bullying Policy

SCHOOL MISSION STATEMENT

We are a joint denominational school, which means we are part of two church families – the Church of England and the Catholic Church.

Our belief in Christ is at the heart of our school.

We embrace everyone as a unique individual who is precious to God. We nurture the whole child, celebrating their efforts and achievements whilst encouraging their aspirations and developing their potential.

We work in partnership with our families, our parish churches and our wider community.

We respect and care for one another, practising forgiveness and reconciliation, reflecting Gods love.

Our pupils enjoy learning, reflect on their thinking, have fun and have a deep sense of pride in their school.

Aims

Our school's aim is to promote a climate in school where bullying and harassment cannot flourish and where all members of the school community, adults and children, are treated with respect. This is entirely consistent with the school's mission and ethos.

Our policy aims to be preventative and proactive to enable children to learn and be taught to their full potential, regardless of gender, race, religion, age, ability, appearance or culture.

We have systems in place to ensure effective implementation, monitoring and review of this policy.

The Nature of Bullying

We agree with the Anti-Bullying Alliance definition of bullying.

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.

There are four key elements to this definition:

- Hurtful
- Repetition
- Power imbalance
- Intentional

Bullying can take many forms, but the main types are:

- Physical – pushing, poking, kicking, hitting, biting, pinching etc.
- Verbal - name calling, sarcasm, spreading rumours, threats, teasing, belittling.
- Emotional – isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- Racist: racial taunts, graffiti, gestures.
- Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.
- Online /cyber – posting on social media, sharing photos, sending nasty text messages, social exclusion
- Disability: tormenting, ridicule, humiliation, exclusion from social groups, name calling
- Indirect - Can include the exploitation of individuals.

This list is not exhaustive, some children may be bullied using the above forms for being different eg transgender pupils, disadvantaged pupils or pupils from minority groups highlighted in the media

Developing a Telling School

We encourage pupils not to suffer in silence. We promote the use of strategies to enable bullying to be uncovered including:

- Philosophy for Children Sessions (P4C)
- PSHE sessions
- Pastoral support

How we deal with Bullying at School

- We have a clear behaviour policy, which is based on positive reinforcement of good behaviour, encourages children to consider their rights and also their responsibilities, and clearly states high expectations and lists consequences of poor behaviour.
- The school works hard on a daily basis to promote positive relationships between all stakeholders, particularly between children and children. This has a very positive impact and contributes hugely to us being pro-active rather than just re-active in dealing with bullying
- Bullying is built into our PSHE (Personal, Social and Health Education) and P4C curriculum and we take part in the Anti Bullying Week in November to raise awareness.
- By using the Come and See RE syllabus we focus on respect, love and kindness.
- We are a Gold Award P4C school. We use P4C discussions to discuss difficult issues including bullying.

Confidentiality

We endeavour to keep all issues on bullying confidential. We interview children privately and explain how we will use the information they disclose.

Incidents are monitored and recorded via CPOMS which is a confidential information sharing network.

We follow-up after an incident to check that the bullying has not started again.

What Action does the School take when Incidents of Bullying do occur?

- All staff in school listen to the incidents children report.
- All incidents of bullying or perceived bullying are recorded
- Support & guidance is given to children as needed – this may be for the victim, for other children & the perpetrator eg check in with a member of staff daily to let them know how playtime/lunchtime has gone
- Appropriate action is taken in accordance with the behaviour policy,
- Daily Report
- Use of home / school communication books
- The Senior Leadership Team monitors recorded incidents of bullying/perceived bullying
- Safeguarding of children is a high priority and if necessary other agencies will be contacted for advice

What if the school experiences problems with repeat offenders?

- The pupil may experience a withdrawal of playtimes
- The withdrawal of lunchtimes
- Parents may be called to a meeting.
- The child may be excluded from school during lunchtime

The Role of Governors

The Governing Body supports the Headteacher in all attempts to eliminate bullying and harassment from our school. This policy statement makes it very clear that the Governing Body does not allow bullying or harassment to take place in our school, and that any incidents that do occur are taken very seriously and dealt with appropriately.

The Governing Body annually monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy annually. Governors also receive updates on behaviour at the linked subcommittee and Full Governing Body meetings.

The Role of the Headteacher

It is the responsibility of the Headteacher to implement the school anti-bullying strategies and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying.

The Headteacher puts in place a curriculum that ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school.

The role of the Teacher and support staff

Staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. If teachers or support staff witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Headteacher, the teacher informs the child's parents.

The Role of Parents & Carers

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

A parent with a concern about bullying will if necessary be given an appointment with the Headteacher. Parents and children seeking support in response to bullying are to be given a high and responsive level of access to the Headteacher and leadership team.

We expect parents and carers to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

Approved Autumn 2021

Next Review Autumn 2022