



DIOCESE OF CHICHESTER
ACADEMY TRUST

Anti-Bullying Policy

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Type of Policy	Tick ✓
DCAT Statutory Policy	✓
DCAT Non-statutory Policy	
DCAT Model Optional Policy	
Academy Policy	
Local Authority Policy	

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Introduction

Our **vision** for our Trust is we exist to:

Help every child achieve their God-given potential

Our **aims** are clear. We aim to be a Trust in which:

Developing the whole child means pupils achieve and maximise their potential

Continued development of staff is valued and improves education for young people

All schools are improving and perform above national expectations

The distinct Christian identity of each academy develops and is celebrated

Our work as a Trust is underpinned by shared **values**. They are taken from the Church of England's vision for Education and guide the work of Trust Centre team. They are:

Aspiration

I can do all things through Christ who strengthens me
(Philippians 4 vs 13).

Wisdom

Listen to advice and accept discipline, and at the end you will be counted among the wise
(Proverbs 19 vs 20)

Respect

So in everything do to others what you would have them do to you
(Matthew 7 vs 12)

Our vision of helping every child achieve their God-given potential is aligned with the Church of England's vision for education and is underpinned by the Bible verse from John: *I have come that they may have life, and have it to the full.*

The St. James' Vision

Learning as a family in Jesus, through Love, Hope and Forgiveness.

Matthew 19:26 “with God all things are possible.”

To provide an engaging, relevant education within a Christian environment, where everyone flourishes academically, socially, physically, morally, emotionally and spiritually.

Our Christian Values are: **LOVE, HOPE** and **FORGIVENESS**.

*'A new commandment I give to you, that you **love** one another just as I have **loved** you, you also are to **love** one another.'* **John 13:34**

*'May the God of **hope** fill you with all the joy and peace in believing, so that by the power of the Holy Spirit you may abound in **hope**.'* **Romans 15:13**

*'Be compassionate and kind to one another, **forgiving** each other, just as in Christ, God **forgave** you.'* **Ephesians 4:32**

Aims :

We are committed to providing a caring, friendly and safe environment for **all** of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively. This means that anyone who knows that bullying is happening is expected to inform members of staff.

We acknowledge that the potential to bully is possible in any community and that bullying must be acknowledged and responded to immediately. This includes supporting the bully as well as the victim.

We seek to follow the principles of restorative justice to allow both bully and victim to be heard and supported and to develop life skills to be beacons of good citizenship in school and beyond.

In line with the Equality Act 2010, it is essential that our school:

- Eliminates 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.

Everyone in the school community is responsible for preventing occurrences of bullying and helping to resolve incidents quickly and effectively

Types of Bullying:

Bullying can be, but is not limited to:

- **Emotional:** Derogatory name calling of an insulting and/or personal nature. Demanding money, material goods or favours by means of threat or force.
- **Physical:** Pushing, kicking, hitting, punching or any use of violence because of some perceived physical, economic, sexual, intellectual, cultural or racial difference.
- **Racist:** racial taunts, graffiti, gestures
- **Sexual:** Unwanted physical contact or sexually abusive comments
- **Homophobic:** because of, or focussing on the issue of sexuality. Homophobic, biphobic and transphobic (HBT) bullying is unacceptable
- **Verbal:** name-calling, sarcasm, spreading rumours, teasing, abuse and threats. Ridiculing an individual.
- **Cyber:** All areas of internet, such as email & internet chat room misuse. Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera & video facilities

When bullying occurs

We take a caring approach by listening to both the victim and bully. We believe that there is often a reason why people bully and that young children need to be given the opportunity to express the reason why.

We listen at length to the victim showing patience and understanding. The victim will often need reassurance that it is good and right to tell on a bully.

The victim also needs to know that the adults will help sort the problem out and will not allow bullying to continue.

Equally the bully must know that the adults will persist until the bullying ceases. The adults will be there to help them fully learn to behave in a caring and socially appropriate way but will not tolerate any form of bullying.

We seek to follow the principles of restorative justice to allow both victim and bully to be supported and to develop life skills to become beacons of good citizenship in school and beyond.

PROCEDURES

1. Report bullying incidents to staff or SLT
2. The victim will receive additional support from school staff
3. The reported incidents will be recorded by staff on CPOMS and appropriate staff alerted
4. In particular cases, parents may be informed and will be asked to come in to a meeting to discuss the problem
5. If necessary and appropriate, police will be consulted
6. The bullying behaviour or threats of bullying will be investigated and the bullying stopped quickly
7. Support will be given to help the bully (bullies) change their behaviour

Outcomes

- The bully (bullies) may be asked to genuinely apologise. Other consequences such as those in our behaviour policy may take place.
- Official warnings to cease offending
- Lost breaktime/s
- Exclusion from certain areas of school premises at certain times or removal from class based learning
- Assertiveness training and support for the victim

- Counselling
- Involvement of external agencies
- Formal recording (racism/homophobia)
- Use of supervision support plans (see below)
- Liaison with parent/carer/social worker
- In serious cases, temporary or even permanent exclusion will be considered
- If possible, the students will be reconciled
- After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Supervision support plans

The identified children may be put on a 'supervision support plan'. Identified individuals who support the children (including at lunchtimes) will be watching to identify what actually happens and the information will be recorded and reported back to the class teacher or a member of the Senior Leadership Team. This is usually for a few days but can be for up to a week. This information is usually then discussed and analysed so that a satisfactory and positive path forward can be found, based on available evidence.

Record Keeping

As required by Ofsted, all incidents - potential, real or found to be without substance - will be recorded and archived. This is to demonstrate our school's continued vigilance and consistent approach for the purposes of accountability. Our school uses an online system called CPOMS that is secure and effective and designed for keeping a timeline and audit trail of the information related to each case recorded.

Positive Behaviour Policy

This Anti-Bullying Policy has strong links with our school's Positive Behaviour Policy. Therefore the reading of the Positive Behaviour Policy is recommended.

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The school will also aim to prevent bullying behaviours by striving for an ethos of respect for one another and raising awareness of the nature of bullying through:

- PHSE and ARK curriculum lessons
- Academy Council
- Worship and Whole Academy Assembly
- Work with individual pupils who may be at risk from becoming a bully or a victim
- Circle Time
- Emphasising and sharing the Golden Rules
- Modelling kind behaviour

Young people all fall out from time to time and when this happens unkind words and deeds happen. This should not be confused with bullying.

Bullying usually takes place over a period of time and is deliberately hurtful behaviour, usually repeated over a period of time, where it is difficult for those being bullied to defend themselves.