



## **‘Inspired to learn, grow and flourish within our Christian family’**

***‘I can do all things because Christ gives me strength’ Phil 4:13***

### **Vision**

In accordance with our Mission Statement, the school team prepares children for their future by helping them achieve their full potential as part of the Christian family and as members of the wider community

### **Provision**

With Christ as our guide together we:

Develop happy, resilient and confident children who thrive in body, mind and spirit

Promote an ethos that values and celebrates that all children are special and unique with many talents

Provide high quality learning and a wide range of experiences that are challenging but fun

Create an environment that is stimulating, welcoming and purposeful for all members of the school community

Encourage children to be tolerant, caring and respectful towards others, and the world around them

### **Impact**

Underpinning our ethos are our core Christian values which were chosen by pupils, parents, staff and governors. Our Christian values are:

**Trust**  
**Koinonia**  
**Compassion**  
**Love**  
**Thankfulness**  
**Forgiveness**  
**Service**

These values are central to all we do at Christ Church Charnock Richard Church of England Primary School: through our curriculum, behaviour policy, celebrating each other’s achievements and uniqueness and discussions of the wider world

We believe that our Christian ethos and aims support and prepare our children on their journey to becoming respectful, responsible citizens of the future.

Bullying is unacceptable at Christ Church Charnock Richard CE School and is treated very seriously by all members of staff. If we discover that an act of bullying or intimidation has taken place, we act immediately to stop further occurrences of such behaviour

We believe that all people are made in the image of God (Gen 1:27) and are unconditionally loved by him. We believe that everyone is equal in the sight of God and as a result we treat each other with dignity and respect striving to live lives that reflect our Christian values of Love, Compassion, Koinonia, Service, trust Forgiveness and thankfulness We seek that each person be enabled to flourish whatever their differences.

## **AIMS**

- To allow all members of the school community to flourish.
- To ensure Christ Church is a secure and happy environment free from threat, harassment, discrimination or any type of bullying behaviour.
- To create an environment where all are treated with dignity and respect and where all members of the school 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 the school's expectations and to foster a productive partnership which helps to maintain a bullying-free environment.
- To outline the school's 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 the bully or bullies hold more power than those being bullied. If bullying is allowed it harms the perpetrator, the target and the whole school community.

The nature of bullying can be:

- Physical (e.g. hitting, kicking, pushing or inappropriate/unwanted physical contact)
- Verbal (e.g. name calling, ridicule, comments)
- Cyber (e.g. messaging, social media, email)
- Emotional/indirect/segregation (e.g. excluding someone, spreading rumours)
- Visual/written (e.g. graffiti, gesture, wearing racist insignia)
- Damage to personal property
- Threat with a weapon
- Theft or extortion
- Persistent bullying

Bullying could be based on many things, including:

- Race
- Religion or belief
- Special Educational Needs or disability
- Culture or class
- Appearance or health conditions
- Sexual orientation or Gender identity (homophobic, biphobic, transphobic)
- Gender
- Related to home or other personal circumstances

Bullying can and does occur anywhere and everywhere, in schools, within the home and the community. This policy applies to all members of the school community. For bullying involving adults we have adopted the Local Authority's policy.

This policy applies not only to behaviour on the school premises but also on the journey to and from school.

Under the duty of care, all adults in our community have a responsibility to act on bullying behaviour.

#### **How to report bullying behaviour**

- Children are encouraged to report bullying to a trusted adult.
- If staff have concerns or worries for themselves or others they should contact the headteacher
- Staff should report concerns using the CPOMS system.
- Parents should report bullying behaviour to their child's class teacher or the Headteacher.

#### **Action on receiving a disclosure of bullying behaviour.**

- It will be investigated by an appropriate adult e.g. class teacher
- Follow up information will be given to the headteacher

#### **Procedures for recording bullying behaviour**

- Concerns or incidents are recorded by a trusted adult on the CPOMS system after discussion with a senior leader
- Information on bullying behaviour is reported to governors in the Headteacher's termly report to monitor the effectiveness of the policy and procedures.

#### **Procedures for dealing with Complaints**

- If a complaint is made, the headteacher will meet with the complaint to discuss their concerns. If they are not satisfied with the outcome of the meeting a further meeting will be arranged with the Chair of Governors.

### **Support for children parents and staff during and immediately after an incident**

- Child or children are made safe and asked for their views on what support may be needed.
- Appropriate individual support plan will be put into place
- Perpetrators will also receive appropriate support

### **We use a range of measures to prevent and tackle bullying in school**

- The whole school curriculum is used to highlight and explore the anti-bullying commitment of the school. There are more extensive opportunities to explore anti-bullying themes within the PSHE programme of study which includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying. Together with the PSHE curriculum, the Religious Education programme of study 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.
- An open-door policy and encouraging its "Ok to tell" ethos
- Play leaders from Year 6 provide activities for the younger children
- A dedicated buddy for the youngest children when they start school.
- Appropriate CPD for adults including dealing with cyber bullying.
- Team building activities to encourage children to develop strategies to work in various roles within a team and manage conflicts when making decisions.

### **Roles and responsibilities**

- Staff
  - Make it clear that all staff have a duty to challenge bullying, report bullying, be vigilant to signs of bullying and play an active role in the school's efforts to prevent bullying
- Senior staff
  - The Senior Leadership team and the headteacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and wellbeing of all young people.
- Parents/carers
  - Parents and carers also have a responsibility to look out for signs of bullying (e.g. distress, feigning illness, lack of concentration). Parents and carers should support their child to report the bullying while also supporting the school in following policy.
  - Bullying behaviour should be reported to the class teacher in the first instance.
- Governing Board
  - To discuss and agree the anti-bullying policy, and to keep up to date on national guidelines and reports
  - To ensure the implementation of the anti-bullying policy
  - To monitor reports of bullying in the school
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## **Consultation, Monitoring and Evaluation**

The headteacher monitors the effectiveness of this policy on a regular basis. She also reports to the Governing Board on the effectiveness of the policy making recommendations when and if necessary.

The school keeps a variety of records concerning incidents of misbehaviour, the most recent of which have been kept online using CPOMS an on-line reporting tool. The class teacher records minor classroom incidents. The headteacher records those incidents in which a child has been sent to them. Lunchtime staff liaise closely with teachers to ensure continuity of care across school.

The headteacher keeps a record of any child who is suspended for a fixed term exclusion or who is permanently excluded.

Presented to Governors September 2025

Review annually or as necessary

## **Further Sources of Information**

The Anti-Bullying Alliance (ABA): Founded in 2002 by NSPCC and National Children's Bureau, the Anti-Bullying Alliance (ABA) brings together over 100 organisations into one network to develop and share good practice across the whole range of bullying issues.

Beatbullying: A bullying prevention charity with an emphasis on working directly with children and young people. In addition to lesson plans and resources for parents, Beatbullying have developed the Cybermentors peer support programme for young people affected by cyberbullying.

Kidscape: Charity established to prevent bullying and promote child protection. Advice for young people, professionals and parents about different types of bullying and how to tackle it. They also offer specialist training and support for school staff, and assertiveness training for young people.

Restorative Justice Council: Includes best practice guidance for practitioners 2011.

### **Cyberbullying:**

ChildNet International: Specialist resources for young people to raise awareness of online safety and how to protect themselves.

LGBT: EACH: A training agency for employers and organisations seeking to tackle discrimination on the grounds of gender and sexual orientation.

Schools Out: Offers practical advice, resources (including lesson plans) and training to schools on LGBT equality in education.

SEN/D: Mencap: Represents people with learning disabilities, with specific advice and information for people who work with children and young people.