



Christ Church Academy

Part of the Key Educational Trust

Anti-Bullying Policy

2025-2027

Reviewed: September 2025

Review Date: September 2027

To be a learning community that provides excellence in education for the whole person – a place where all can flourish. We believe that: “I can do all things through Christ who strengthens me.”

Philippians 4:13

Aims and Objectives

The aims and objectives of Christ Church Academy in formulating this statement are:

- to reduce and eradicate wherever possible instances in which pupils are subjected to bullying in any form;
- to establish appropriate means of providing after-care should an incident of bullying occur;
- to ensure that all pupils and staff are aware of this policy and fulfill their obligations to it.
- to support all members of the school community in realising our Vision to be a learning community that provides excellence in education for the whole person – a place where all can flourish. We believe that: *“I can do all things through Christ who strengthens me.”*

Policy Development and Review

The policy has been developed through consultation which involved all members of the Academy community- children/young people, parents/carers, governors and all Academy staff. The policy has been created to comply with: The Children’s Act 1989, The Education and Inspection Act 2006, The Equality Act 2010 and Keeping Children Safe in Education (Updated annually).

This policy is available on the Academy website, the shared staff area on the Academy network and on request from the Academy office. It should be read in conjunction with the following policies/guidance:

- Safeguarding Policy
- Online Safety Policy
- Single Equality Policy
- Behaviour Policy
- SEN Policy
- Church of England guidance Valuing All God’s Children.

Stakeholders are involved in the development and review of this policy via online surveys, as well as pupil, staff and governor meetings.

Evaluation Procedures

In order to assess the effectiveness of this policy, the following standards will be used as a means of measuring performance:

- variations in number of reported incidents over a given period;
- individual incident returns, including nil returns within given periods for different age groups;
- variations in number of pupil absences, including post-registration absence, as an indicator of bullying.

Prevention

Christ Church Academy will establish and maintain the following activities to prevent and combat bullying behaviour - including verbal bullying including homophobic, biphobic, transphobic or racist remarks and physical bullying, social (covert) bullying and cyber bullying:

- clearly and creatively communicate to pupils and staff the school's anti-bullying and equalities policies via PSHE lessons and across the wider curriculum;
- encourage school-wide participation in diversity celebration projects;
- constantly promote and instill our Christian values of Trust, Thankfulness, Compassion, Friendship, Forgiveness and Koinonia;
- the role of Lead Behaviour Manager as part of the roles and responsibilities of Mrs Dawson (Assistant Principal);
- the establishment of a record through which all incidents are collated, periodically reviewed and reported in appropriate quarters;
- ensure a wide variety of opportunities to educate pupils about bullying in line with our Vision and Values so as to prevent incidents occurring;
- clearly and creatively communicated to pupils and staff the school's Anti-Bullying and Equalities policies via PSHE lessons, form time, across the wider curriculum and is supported by assemblies;
- communication of the policy and its periodic update, in order to ensure that staff, pupils, parents and governors are continuously aware of the policy and also of their individual responsibilities;
- examination of preventative measures such as alteration to the Academy environment, procedures and practices, in an effort to reduce the risks of bullying behaviour occurring;
- staff training to ensure that all responsibilities in respect of this policy can be delivered in a competent, caring and efficient manner;
- establishing appropriate staff, pupil forums in order that current issues with regard to bullying can be discussed on a regular basis.

Specific Implementation

The Academy will take the following steps to deal with incidents:

- if bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached;
- a clear account of the incident will be recorded, including categorizing as racist, homophobic, biphobic, transphobic and cyber bullying if applicable, and given to the Head of Year in the first place;
- an appropriate teacher will interview and listen to all concerned and will record the incident;
- form tutors will be kept informed and if it persists the form tutor will advise the subject teachers;
- parents/carers will be kept informed;
- measures will be used as appropriate and in consultation with all parties concerned.

Pupils who have been bullied will be supported by:

- offering immediate support to discuss the experience with a form tutor, emotional support staff or another member of staff of their choice;
- reassuring the pupil;
- offering continuous support;
- restoring self-esteem and confidence;
- working with the designated safeguarding lead.

Pupils who have been involved in bullying others will be helped by:

- discussing what happened;
- discovering why the pupil became involved;
- establishing the wrongdoing and need to change; emphasizing our value of forgiveness and reconciliation;
- informing parents or guardians to help change the attitude of the pupil in line with our Vision.

The following disciplinary steps can be taken:

- official warnings to cease offending by an appropriate member of staff;
- reparation with an appropriate member of staff;
- loss of social time;
- exclusion from certain areas of Academy premises by Principal;
- fixed term suspension by Principal;
- permanent exclusion by Principal.

Within the curriculum the Academy will raise the awareness of the nature of bullying through inclusion in PSHE, form tutorial time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Individual Responsibilities

It is important that pupils recognise the difficulties which staff may encounter in ensuring that the purpose and intent of the Anti-Bullying Policy can be effectively introduced and enforced.

Pupils are expected to:

- respect the diversity of all, in line with our Vision and Values;
- challenge prejudice whenever possible;
- report all incidents of bullying using the procedures in place;
- act in a respectful and supportive manner to their fellow pupils, reporting any suspected incidents which the victim may be afraid to report;
- adhere to and promote the aims and objectives of this statement;
- refrain at all times from any behaviour which would constitute bullying of fellow pupils.

Parents too can play a vital role by:

- reinforcing the school's Vision and Values;
- stressing to pupils the importance of sociable behaviour;
- reporting any misgivings they have concerning bullying;
- actively endorsing and supporting the Anti-Bullying Policy;
- noting that it is never appropriate to use physical and/or verbal violence against, or in any other way seek to bully, a bully.

Definition, Methods and Practices

Definition

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, through repeated verbal, physical and/or psychological harm where it is difficult for those being bullied to defend themselves.

Types

- physical (hitting, kicking, theft);
- emotional;
- verbal (name calling, racist remarks);
- indirect (spreading rumours, excluding someone from social groups);
- cyber bullying (bullying by use of mobile phones and/or the internet especially chat rooms);
- homophobic – including LGBTQ+;
- racist.

Practices

It is important to recognise that bullying can take place between pupils, between pupils and staff, or between staff. It can involve individuals or groups and be face-to-face, indirect and use a range of cyber- bullying methods.

Values and Beliefs

The values and beliefs underlying this policy are:

- our Christian Vision and Values ensure that all members of the Academy community are valued and respected equally as children of God irrespective of gender, race, belief and ability, in all they do;
- all bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify it;
- the Academy recognises the detrimental effect on pupils who may be subjected to bullying and will work actively to minimise the risks, believing that prevention rather than reaction is vital;
- both those who are bullied and those who bully will be treated in a supportive manner, rather than being regarded as a burden to staff and peer groups;
- the harmful effect on pupil performance which can be occasioned by bullying is recognised and the Academy is committed to combating all bullying behaviour.

The Academy's Complaints procedure

The Academy's Compliments, Comments & Complaints Policy is available on the policies webpage.