



Queens Church of England Academy

Learning and Growing in the Love of God

Anti Child on Child Abuse and Bullying Policy

Adopted by the Leadership team

September 2022

Approved by full Governing Body

28th September 2022

Signed by Chair of Governors

To be reviewed

September 2024



LOVE IN ACTION

Romans 12:10



Introduction

At Queens CofE Academy we believe that every child and adult should be able to work and study in a bully-free environment. Everyone should feel confident when coming to school that they can spend the day in a friendly place where everyone works together to help one another. When bullying, child on child abuse or prejudice in any form does occur, staff and pupils should feel confident to report the behaviour enabling the school's system to be put into place to prevent it from happening again.

OURS IS A HAPPY SCHOOL AND WE ENDEAVOUR TO KEEP IT AS SUCH.

Bullying-definition

Sometimes parents and children use the term 'bullying' too liberally. At Queens, we are very specific in what constitutes bullying:

Bullying is a **deliberate** and **intentionally unkind** act that is carried out **persistently** to **upset another person(s)**.

Child on child abuse and bullying can occur between any age group, any gender and include one or more perpetrators (bullies).

There are **8 types** of child on child abuse and bullying that we talk about at our school. They are:

Verbal

- Verbal bullying is when someone calls you names, threatens you or makes you feel bad. They may use inappropriate language towards you which makes you feel uncomfortable or gives you your 'Early Warning Signs'.

Physical

- Physical bullying is when you might be hit, punched, pushed or be inappropriately touched without your consent. It also includes all kinds of physical, aggressive contact. Another example might be if a bully threatens you and frightens you enough to make you do what the bully wants you to do.

Emotional

- Emotional bullying is when you might be left out of games, deliberately ignored or have people say bad things about you to others. Whatever is said makes you feel like an outsider with no friends.

Cyber

- Cyber bullying can take place in chat rooms, on gaming platforms, online, through instant messaging on a mobile phone, through texts or even e-mails. It can also include other social messaging sites like Facebook and Twitter. Inappropriate images and pictures may also be shared online to deliberately shame somebody or make them feel uncomfortable.

Sexual Harassment

- Sexual harassment is when you may receive sexual comments, remarks or/and jokes; this may also occur online or via social media platforms. Sexual harassment also includes inappropriate touching of another person without their consent.

Homophobic

- Homophobic bullying refers to the way in which people are treated because of decisions they have taken about how to lead their lives (LGBTQ) or those who are in same gender relationships.

Racist

- It is bullying directed at children of a certain race, culture or group and may be linked to the colour of your skin or where your family originated from

Discriminatory

- Discriminatory bullying is directed at children who are physically or visually different, or who behave differently to their peers.

Procedures for addressing

This policy extends beyond the school day to children on the way to and from school. It also includes the bullying of teachers by pupils.

All accusations of child on child abuse and bullying will be taken seriously. There are a variety of reasons why children and adults bully one another. Time should be spent with the victim and the child carrying out the child on child abuse and bullying in order to find out why such an action is being taken. Opportunities to discuss child on child abuse and bullying during the school day are:

PHSE

Anti bullying week

Assemblies

Collective Worships when our Christian Vision and Christian Cultures are celebrated.

Bullying Leaflet sent to parents and shared with children (see Appendix 1)

Open door policy of Headteacher and extensive pastoral team

Christian Cultures

All pupils need to feel safe and happy. It is important that we set a good example as adults in and around the school. The way we work with one another and our own productive and supportive relationships provide an effective model for children. In the teacher/child relationship we should also be alert to how we address children, the language and tone that we use and the response we expect.

A general tone of respect around the school, where we care and consideration is expressed for others is part of the culture at Queens where bullying is not accepted.

Children are consulted annually about school and any concerns they have. These include annual consultations through:

- Pupil Questionnaires
- School Council
- Informal discussion with headteacher and subject leaders
- Open door policy of headteacher

Procedures for dealing with accusations of bullying?

- When I tell someone – the person who I have told must report it to someone at school
- When an adult at school is told about it they should record the details of what has happened and record it on the computer
- Mrs Carvell will either investigate the matter herself or ask one of the other members of staff to investigate
- Whoever investigates it will speak to me to reassure me that I have done the right thing by telling someone
- If they believe that bullying has taken place they will speak to the person who is believed to have done it.
- If it is found that the person has been bullying someone then their parents will be informed
- The bully will be sanctioned following the school behaviour policy and if there is to be a repeat incident, they will receive a fixed term exclusion from school for up to 5 days
- If they continue to do so, this could lead to a permanent exclusion

Signs of Bullying

We encourage the children to report incidents of bullying either of themselves or others. However, there are times when children will 'suffer in silence' out of fear of what might happen if they bullying is reported therefore, it is important that classroom staff are expected to watch out for the following indicators in the behaviour of victims of bullying. The victim might be:

- Frightened or unwilling to come to school
- Absent from school more than usual
- Withdrawn and anxious
- Starting to stammer

- Running away from school
- Crying at night or having nightmares
- Performing less well at school
- Coming home with damaged belongings or possessions going missing
- Asking or stealing money
- Losing money on a regular basis
- Suffering from unexplained cuts and bruises
- Becoming more aggressive and bullying others
- Losing appetite or complaining of being hungry

There may be other reasons for this type of behaviour but bullying is always a possible cause.

Bullying outside of school

If your child has been bullied/is being bullied we suggest you inform:

- The police
- This school
- Any member of staff at Queens

Parental Involvement

Children may make disclosures to parents at home or parents may notice changes in behaviour that are not evident in school. Parents should feel confident that they can come into school with their concerns and speak to either the class teacher or senior member of staff.

Actions should always be agreed at this meeting and parents be given feedback without breaching the data protection act. They should be encouraged to make further contact if the difficulty does not appear to have been addressed or the behaviour repeated.

We prefer that difficulties in relationships between children were sorted out in school and would discourage parents from intervening.

Special Needs

Staff should be extra vigilant for any changes in the behaviour of a child with SEND as they can be potentially more vulnerable. Changes should be reported to the:

1. Class Teaching Assistant and/or Teacher
2. Learning Mentor
3. SENDCo – who may need to take action from external agencies
4. Headteacher

Equal Opportunities

There are no stereotypical 'bullies'. It is important that staff keep an open mind when dealing with allegations and should be clear of their evidence. However, there may also be times where children have to be given the benefit of the doubt, both for and against the bully where insufficient proof is available



Anti Child on Child Abuse and bullying Information

*Nothing you confess, could
make me love you less.*

*"Love must be sincere. Hate what is evil; cling to
what is good."*

Romans 12:9



*Tell the truth – even if
your voice shakes.*

*"Hate what is evil; cling to what is
good."*

Romans 12:14



Manners

*"Share with the Lord's people who
are in need. Practice hospitality.
Bless those who persecute you;
bless and do not curse.*

Romans 12:14, 15

Diversity!

*"Live in harmony with one another.
Do not be proud, but be willing to
associate with people of low
position. Do not be vain."*

Romans 12:16

At Queens Church of England Academy we are so proud of how our Christian Cultures and school rules help the children to feel safe and happy. Under NO circumstances will we ever overlook an accusation of child on child abuse or/and bullying – any reports will be investigated to determine whether it is to be substantiated or not.

During the investigation we adhere to our strict and accurate definition of what bullying is, and will follow the protocol as defined in the following information...

What is bullying?

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Racist

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Discriminatory

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How might I know if I am being bullied?

- People might be **saying** mean, inappropriate or hurtful things to me
- Other people might be hitting me or inappropriately touching me
- People might be physically intimidating me
- Other children might be telling other children not to be my friend or not

- I am being left out of games or other activities that people are playing
- I am receiving texts, emails, Twitter messages or Facebook messages that are upsetting
- Hurtful comments are being made to me about how I or my family lead their lives and who they choose to be in a relationship with
- People say hurtful things about the colour of my skin
- People say hurtful things about where I or my family originate from

What must I do if I think I am being bullied?

TELL SOMEONE!!

Any adults in school

Friends

Buddies

Visionaries

Prefects

Parents

Neighbours

Other family members

ChildLine (0800 1111)

How will my school deal with accusations of bullying?

1. When I tell someone- the person who I have told must report it to someone at school.
2. When an adult at school is told about it they should record the details of what has happened and record it on the computer.
3. Mrs Carvell will either investigate the matter herself or ask one of the other members of staff to investigate it.
4. Whoever investigates it will speak to me to reassure me that I have done the right thing by telling someone.

5. If they believe that bullying has taken place they will speak to the person who is believed to have done it.
6. If it is found that the person has been bullying someone then their parents will be informed.
7. The bully will be sanctioned following the school behaviour policy and if they do it again they will receive a fixed term exclusion from school for up to 5 days
8. If they continue to do it this could lead to a permanent exclusion...or as the children know it: ***"Oi you! Get out!"***