



The Ellesmere Port
C of E College

Safeguarding and Anti-Bullying



Part of the
Frank Field
Education Trust

“To act justly, to love with mercy and to walk humbly with our God” – Micah 6:8

OUR VISION

*To act justly, to love with mercy and to walk
humbly with our God - Micah 6:8*

At EPC we seek to build a community of faith where our students have the social, intellectual and cultural capital to follow unlimited ideas and dreams. Above all else, we want our students to experience the fullness of life, where the sort of person that they become is of paramount importance.

*To **BE MORE** is to be a community which aspires to act justly in all situations; to be kind towards those inside and outside the College; and to be open to God's guidance in all areas of our lives.*

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**ASPIRE TO
BE MORE**

Safeguarding Team



**Designated
Safeguarding Lead**

Stephen Murphy



**Deputy
Safeguarding Lead**

Kate Watt



**Deputy Safeguarding
Lead**

Kay Gadsby



**Deputy Safeguarding
Lead**

Louisa Davies

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Safeguarding at EPC

- Safeguarding and promoting the welfare of children refers to the process of protecting children from maltreatment, preventing the impairment of health or development, ensuring that children grow up in circumstances consistent with the provision of safe and effective care and taking action to enable all children to have the best outcomes.

Our Pledge

- The Ellesmere Port C of E College (EPC) is committed to safeguarding and promoting the health, safety and well-being of every student. We expect all staff, governors and volunteers to share this commitment. We endeavour to provide a safe and welcoming environment where children are respected and valued. We are alert to the signs of abuse and neglect and follow our procedures to ensure that children receive effective support, protection and justice.

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What is bullying?

Bullying can be defined as persistent behaviour by an individual or group with the intention of verbally, physically, or emotionally harming another person or group.

Bullying can be physical, verbal or psychological.

It can happen face-to-face or online.

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Relational Conflict:

Involves individuals who are relatively similar in power & status, including groups.

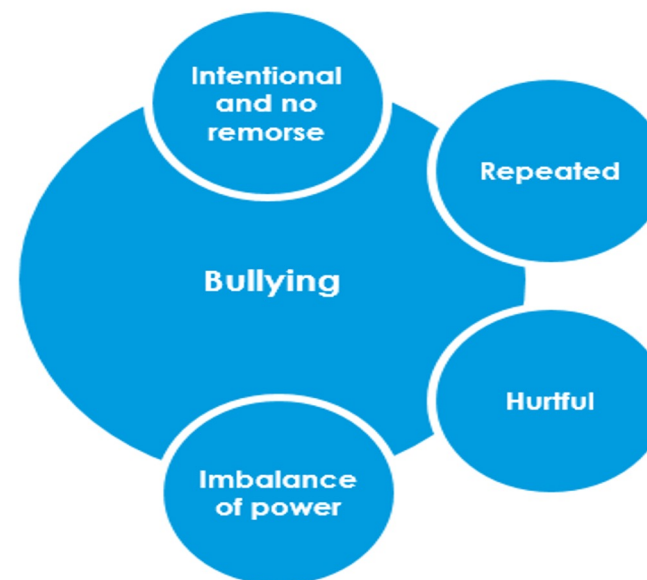
Usually, behaviour which happens occasionally, and offence might be accidental.

Generally a willingness to make things right.



Bullying:

The intention is to cause harm or distress, and creates an imbalance of power that makes an individual or group more vulnerable.



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Anti-Bullying (Child on Child Abuse)

Our [Anti-Bullying Policy](#) is one of inclusion and equality; bullying of any kind is regarded as a serious breach of our behaviour policy and will not be tolerated. The Equality Act became law in 2010. It covers everyone in Britain and protects people from discrimination, harassment and victimisation; there are nine protected characteristics, which are listed below:

1. Age
2. Disability
3. Gender reassignment
4. Race
5. Religion or belief
6. Marriage or civil partnership
7. Sex
8. Sexual orientation
9. Pregnancy and maternity

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Strategies to prevent bullying

- Staff Training
- Supervision
- Consistency Across the College
- Attendance and Punctuality
- Behaviour policy
- Consistent sanctions
- Classroom management

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Strategies to prevent bullying

- Individual recognition
- All stakeholders acknowledge their role in the suite of safeguarding policies which can be found on our website.
- ELSA Support
- Restorative Justice
- Anti-Bullying Hub
- Anti Bullying Ambassadors

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If an allegation of bullying does arise, the College will:

- take it seriously
- endeavour to use restorative justice at all time
- act as quickly as possible to establish the facts
- record and report the incident; depending on how serious the case is, it may be reported to the Principal
- provide support and reassurance to the victim make it clear to the ‘bully’ that this behaviour will not be tolerated. If there is a group of people involved, they will be spoken to individually and as a whole group. It is important that pupils who have harmed another, either physically or emotionally, redress their actions with a focus on restorative justice, and the College will make sure that they understand what they have done and the impact of their actions. ensure that if a sanction is used, it will correlate to the severity of the incident and the ‘bully’ will be told why it is being used consider a fixed term exclusion in cases of repeated bullying.

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The Pastoral system and reporting of issues

The pastoral system is there to support all pupils throughout their journey at EPC. The key members of staff in the pastoral system are;

- Form Tutor
- Learning Coach
- Head of Learning
- SLT
- We have an option to report issues on our website <https://epcollege.org/tell-us/>

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