



Carr Head

Anti-Bullying Policy



Rationale

At Carr Head Primary School we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils 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 tell a member of staff. We aim, as far as possible, to eliminate all forms of bullying.

We aim to:

- raise awareness of bullying as a form of unacceptable behaviour
- create a school ethos which expects children to report any incident of bullying and where children know it is “ok to tell” and that they will be listened to
- develop procedures for noting and reporting incidents of bullying behaviour
- develop procedures for investigating and appropriately dealing with bullying behaviour
- help individuals to understand and accept the consequences of their own actions
- promote in everyone a positive attitude and high self-esteem.

Definition of bullying

Bullying is persistent behaviour which is intended to hurt another person.

It results in pain and distress.

It is difficult for those being bullied to defend themselves.

Bullying may be related to:

- Race
- Gender
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances, inc. young carers and poverty
- Sexual orientation, sexism, or sexual bullying, homophobia

Bullying behaviour may include:

- **Physical** - pushing, kicking hitting, pinching, any use of violence
- **Verbal** - name calling, teasing, using nicknames, taunting or threatening, spreading rumours, picking on someone who is different.
Examples of this could be being overweight, small, tall, having a disability, not wearing “trendy” clothes or not being allowed to do things after school
- **Emotional** - exclusion from groups, hiding belongings, being unfriendly, giving “the silent treatment”, threatening, ignoring, writing unpleasant notes ☒ Racist or racial taunts, graffiti, gestures

- **Sexual** - unwanted physical contact or sexually abusive comments ☒ Homophobic because of, or focusing on the issue of sexuality
- **Cyber** - all areas of internet, such as email and social media misuse; mobile threats by text messaging and calls; misuse of associated technology i.e. cameras and video facilities.

Staff must remain vigilant about bullying behaviours and approach this in the same way as any other safeguarding category; that is, do not wait to be told before you raise concerns and deal directly with the matter. Children may not be aware that they are being bullied for various reasons. This may be because they are too young or have a level of Special Educational Need or Disability which means that they may be unable to realise what others are doing to them.

Staff must also be aware of those children who may be vulnerable pupils. A vulnerable child could be a child from a troubled family or those responding to emotional problems or mental health issues. This may bring about a propensity to be unkind to others, or may make them more likely to fall victim to the behaviour of others.

Prevention strategies

The school uses the following strategies to try to prevent bullying behaviour. The whole aspect of bullying behaviour is dealt with in a variety of ways including:

- assemblies making sure that every pupil knows that we do not tolerate bullying in our school
- teaching of RHE (Relationships and Health Education)
- circle time to give pupils the opportunity to discuss issues relating to bullying
- school and class rules (pupil participation)
- lunchtime and break time supervision
- implementation of the Behaviour Policy

Implementation

School

The following steps may be taken when dealing 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 on CPOMS and assigned to the Headteacher or a member of SLT.
- The Headteacher or member of SLT will interview all concerned and will record the incident.
- Class teachers will be kept informed and if it persists the class teacher will advise other members of staff as appropriate.
- Parents will be kept informed
- Consequences and support will be used as appropriate and in consultation will all parties concerned.
- If necessary and appropriate, police will be consulted.
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Pupils

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a teacher or member of staff of their choice
- reassuring the pupil that the bullying will be addressed
- offering continuous support
- restoring self-esteem and confidence
- the use of specialist interventions and/or referrals to other agencies where appropriate.

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents to help change the attitude and behaviour of the pupil.
- the use of specialist interventions and/or referrals to other agencies where appropriate.

Any use of consequences must be in line with the school's Behaviour Policy. In serious cases, exclusion will be considered.

Parents

- If a pupil is distressed or regularly reports worries or fears over another pupil's behaviour in school, inform the class teacher or Headteacher as soon as possible;
- Where appropriate liaise and work closely with the member of staff who is supporting your child;
- Sensitively monitor progress and report back, to the school, any continuing concerns;
- Keep a watchful eye on your child;
- Most concerns about bullying will be resolved through discussion between home and school. However, where a parent feels their concerns have not been resolved, they are encouraged to use the formal Complaints Procedure;
- Where a pupil is involved in using bullying behaviours outside school, e.g. in the street or through the use of the internet at home, parents will be asked to work with the school in addressing their child's behaviour, for example restricting/monitoring their use of the internet or mobile phone;
- Referral of the family to external support agencies will be made where appropriate.

Incidents of bullying outside the school's premises

Bullying can take place via text messages, MSN and other means of 'cyber communication'. This usually takes place out of school hours, but can affect relationships inside school. We would always talk to pupils and parents about these issues and take their concerns seriously

In writing this policy, the following sources have proved helpful:

www.kidscape.org.uk

Reviewed Autumn 2020

Next review Autumn 2021

This policy will be reviewed annually.

22/09/2020