



**CARR JUNIOR
SCHOOL**

Aim High, Shine Bright

ANTI-BULLYING POLICY

CARR JUNIOR SCHOOL

Anti-Bullying

Statement of Intent

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 in our school. Pupils and staff will be able to articulate and identify any forms of bullying. If bullying does occur, all pupils should be able to tell someone and know that incidents will be dealt with promptly, seriously and effectively. This means that anyone who knows that any form of bullying is happening is expected to inform members of staff.

What is Bullying?

Bullying is unacceptable behaviour used by an individual or group, usually repeated over time that intentionally hurts another individual or group either physically or emotionally.

Bullying takes place where there is an imbalance of power of one person or persons over another.

Bullying can be, but not limited to:

- **Emotional:** derogatory name calling of an insulting and/or personal nature, being unfriendly, excluding, tormenting (e.g. hiding or demanding material goods)
- **Physical:** pushing, kicking, hitting, punching, biting or any use of violence.
- **Racist:** racial taunts, use of racist language, graffiti and gestures.
- **Sexual:** unwanted physical contact or sexually abusive comments.
- **Homophobic:** because of, or focussing on the issue of sexuality.
- **Verbal:** name-calling, sarcasm, spreading rumours and teasing. Ridiculing an individual.
- **Cyber:** all areas of internet and social media, such as email & internet chat room misuse. Mobile threats by messaging and calls. Misuse of associated technology, i.e. camera, video, and gaming facilities.

Bullying may be related to:

- Protected characteristics which include race, gender, age, religion or belief, sexual orientation, SEND (Special Educational Needs or Disability)
- Culture
- Appearance or health condition
- Home circumstances, including Young Carers and poverty

Why is it important to respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors, teaching and non-teaching staff should know what the school's policy is on bullying and follow it when bullying is reported.

- All pupils and parents should know what the school's policy is on bullying and what they should do if bullying arises.
- As a school, we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

Staff responsibilities

- To implement procedures to confront bullying of any form.
- To listen to all parties involved in incidents.
- To investigate incidents promptly and as fully as possible.
- To take appropriate action and to refer to the Inclusion team / SLT (Senior Leadership Team) as appropriate.
- To share with parents of the victim and instigator, incidents of bullying.
- To promote the use of a range of learning styles and strategies which challenge bullying behaviour.
- To promote open management styles which facilitate communication and consultation within school and relevant agencies when appropriate.
- To promote the use of interventions which are restorative, least intrusive and most effective.

Signs and symptoms for parents and staff

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Is frightened of walking to or from school
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins to truant
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do less / make less effort with school work than previously
- Comes home with clothes torn or property damaged
- Has possessions which are damaged or 'go missing'
- Asks for money or starts stealing money
- Has dinner or other monies continually 'lost'
- Has unexplained cuts or bruises
- Comes home hungry (money/lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or mobile phone
- Is nervous and jumpy when a cyber message is received
- Lack of eye contact
- Becoming short tempered
- Change in attitude at home

These signs and behaviours could indicate other social, emotional and/or mental health problems, but bullying should be considered a possibility and should be investigated.

Outcomes

All known / reported incidences of bullying will be investigated in a restorative manner by an ELSA (Emotional Literacy Support Assistant), the class teacher or by a senior member of staff. Parents of the instigator may also be questioned about the incident or about any concerns they may be having.

The child displaying unacceptable behaviour, may be asked to genuinely apologise. Other consequences may take place having been decided through a restorative circle (see Behaviour Policy) e.g. a parent being informed about their child's behaviour and a request that the parents support the school with any sanctions that it takes (see Behaviour policy). Wherever possible, the pupils will be reconciled. In some cases, outside agencies may be requested to support the school or family in dealing with a child continually demonstrating unacceptable behaviour towards others.

In sustained cases (this is defined as children displaying an ongoing lack of response to sanctions, that is, no change in behaviour of the instigator and an unwillingness to alter their behaviour choices), support from behaviour outreach, counselling, reduced timetables, or even fixed or permanent exclusion will be considered.

During and after the incident(s) have been investigated and dealt with, each case will be recorded on CPOMS (online secure record keeping system) to record details of any reports of bullying and also to record the actions taken. This is monitored by the Headteacher and Inclusion team to ensure repeated bullying does not take place. The Headteacher collates all CPOMS entries for Bullying to share with Governors.

Prevention

We use a variety of methods to support children in preventing and understanding the consequences of bullying through whole school and class collective worship assemblies, discreet PSHE (Personal, Social, Health and Citizenship Education) lessons, Carr Character / Values and SMSC (Spiritual, Moral, Social and Cultural development), Health and RSE, Anti-Bullying week and continued focus, E-Safety day, Worry Boxes / Feelings displays, and morning and afternoon register check-ins as part of our Restorative Approach (see Behaviour policy).

Our strong ethos enables staff to actively encourage children to have respect for each other and for other people's property. Good and kind / polite behaviour is regularly acknowledged and rewarded, e.g. through 'Going for Gold' postcards, VIP Learner awards. Staff will regularly discuss bullying, as appropriate to varying age groups. This will inform children that we are serious about dealing with bullying and enable open conversations and increased confidence in children to want to discuss bullying and report any incidents and concerns about other children's behaviour. Staff will reinforce expectations of behaviour as a regular theme in line with our Behaviour Policy and also our school's key Vision and Values.

Children are involved in the prevention of bullying as and when appropriate, these may include:

- Writing a class charter
- Writing a personal pledge or promise against bullying
- Writing stories or drawing pictures about bullying
- Reading stories about bullying or having them read to a class or assembly
- Making up role-plays about what to do through scenarios of bullying

- Having discussions about bullying and why it matters that children who use unacceptable behaviour towards others are dealt with quickly

If a child feels that they are being bullied then there are several procedures that they are encouraged to follow (not hierarchical):

- Tell a friend
- Tell a teacher or adult whom you feel you can trust
- Go to the Playground Leaders
- Post your concern in the 'Worry Box'
- Tell a parent or adult at home whom you feel you can trust
- Discuss it as part of your PSHCE time or 'Check-in' at morning or afternoon registration
- Ring Childline and follow the advice given

Recording of Bullying Incidents

When an incident of bullying has taken place, staff must be prepared to record and report each incident. In the case of racist bullying, this must be reported to the Deputy/Headteacher.

All incidences of bullying should be recorded under the appropriate tab on CPOMS. This would include where staff have had to become involved and speak with children, and / or where parents have raised concerns regarding bullying. Confirmed cases of bullying must be recorded and analysed by the Headteacher.

All incidents of bullying will be discussed with all relevant staff and parents of children involved, in order that everyone can be vigilant and that further incidents by the same child(ren) may be prevented from happening in the future.

Incidents of bullying will be discussed with the Local Governing Body.

Advice to Parents

As the parent of a child whom you suspect is being bullied:

- Report bullying incidents to the class teacher, Inclusion Team, Deputy and / or the Headteacher.
- In cases of sustained bullying, the incidents will be recorded by staff and the Headteacher notified.
- In sustained cases parents should be informed and will be asked to come to a meeting to discuss the problem.
- If necessary and appropriate, police will be consulted.
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
- An attempt will be made to help the child using unacceptable behaviour towards others, to change their behaviour.

Do Not:

- Attempt to sort the problem out yourself by speaking to the child whom you think may be behaving inappropriately towards your child or by speaking to their parents.
- Encourage your child to be 'a bully' back.

Both of these will only make the problem much harder to solve.