CARWARDEN HOUSE COMMUNITY SCHOOL

ANTI-BULLYING POLICY

Author: Assistant Headteacher

Review Date: April 2026 (bi-annually)

Approved: April 2024 by Headteacher

Signed: Chris Hamilton Chair of Trustees

Statement of intent

The aim of the anti-bullying policy is to ensure that our students learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable. We are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively.

Why do we need an Anti-Bullying Policy?

Persistent bullying can severely inhibit a child's ability to learn effectively. The negative effects of bullying can have an impact on a person for their entire life. This school wishes to promote a secure and happy environment free from threat, harassment and any type of bullying behaviour. Therefore, this policy promotes practices within the school to reinforce our vision, and to remove or discourage practices that negate them.

What is Bullying?

Bullying occurs when an individual or a group uses strength or power to hurt, either physically or emotionally, by intimidating or demeaning others. Bullying can be emotional, physical, racist, homophobic, biphobic, transphobic, verbal or cyber. It is usually persistent and is often covert, and is a conscious attempt to hurt, threaten or frighten someone.

Students who are being bullied, may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school.

Bullying can take many forms including:

- Physical bullying which can include kicking, hitting, pushing and taking away belongings;
- Verbal bullying which includes name calling, mocking and making offensive comments;
- Emotional bullying which includes isolating an individual or spreading rumours about them;
- Cyber-bullying where technology is used to hurt an individual – for instance text messaging or posting messages/images on the internet or any form of social media.
- Racist bullying occurs when bullying is motivated by racial, ethnic or cultural prejudice.
- Sexual bullying is where someone makes unwanted physical contact or makes sexually abusive comments.
- Homophobic and biphobic bullying occurs when bullying is motivated by a prejudice against lesbian, gay or bisexual people.
- Transphobic bullying occurs when bullying is motivated by a prejudice against people who identify as trans.
- Disablist bullying occurs when bullying is motivated by a prejudice against people with any form of disability.
- Sexist bullying occurs when bullying is motivated by a prejudice against someone because of their gender.

With the advance in new technologies, school is aware there is an increased risk of cyber bullying using e-mails, instant messenger, social networking sites, and public websites inappropriately. Therefore, our school has an ICT user's policy along with a separate E-Safety policy.

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent (isolated cyberbullying incidents may be seen as one-off incidents but if sent to a range of students would be seen as bullying)
- Friendship fall outs are seen as accidental, occasional, no power imbalance or hierarchy, those involved show remorse and want to resolve the situation – this is different to isolating or excluding children from groups

Some warning signs that a student is being bullied

- Changes in academic performance
- Appears anxious
- Regularly feeling sick or unwell.
- Reluctance to come to school.
- Clothes/bags torn or damaged.
- Money/possessions going missing.
- Unexplained cuts and bruises.
- Unexplained behaviour changes, e.g. moody, bad-tempered, tearful.
- Unhappiness.
- Loss of appetite.
- Not sleeping well.
- Loss of weight.
- Seen alone a lot.
- Not very talkative.

Some reasons why people bully

- Desire to appear powerful
- Unhappiness
- Feelings of inadequacy
- Difficulties at home.
- Learned behaviour (they too have been bullied)

How to get help

Who students can talk to in school if they have any concerns about bullying?

- Form Tutor
- Teaching Assistant
- Subject Teacher
- Senior Leadership Team
- School Counsellor
- Behaviour for Learning Mentor / ELSA
- Family Support Worker
- Office staff
- Wellbeing Ambassadors

Students can feel confident that any of the above will listen to their problem.

Students who have been bullied will be supported by:

1. Offering an immediate opportunity to discuss the experience with a form tutor or member of staff of their choice
2. Reassuring the student
3. Offering continuous support
4. Restoring self-esteem and confidence

Students who have bullied will be helped by:

1. Discussing what happened
2. Discovering why the student became involved
3. Establishing the wrong doing and need to change
4. Informing parents or guardians to help change the attitude of the student

Responses will vary depending on the nature of the incident, but may include:

1. Counselling
2. Use of a report card
3. Involvement of external agencies (this could include the Police)
4. Monitoring by Tutor
5. Peer support/peer mentoring (e.g. Anti-Bullying Ambassadors)
6. Formal recording (racism, HBT)
7. Use of Behaviour Agreement Contract
8. Liaison with parents/guardian/social worker
9. Internal exclusion
10. Fixed term exclusion
11. Permanent exclusion

Anti-Bullying Procedures

It is made clear that bullying in any form is unacceptable. It will be taken seriously and dealt with promptly.

Staff Responsibilities:

- To implement procedures to confront bullying in any form
- To listen to all parties involved in incidents
- To investigate incidents promptly and as fully as possible
- To take appropriate action or to refer to Tutor/SLT as appropriate
- To formally record racist/HBT (homophobic, biphobic, transphobic) incidents as required and log all bullying incidents on Trackit Lights.
- To share with parents of the victim and bully any incidents of persistent and/or serious bullying

The school will implement appropriate procedures for our staff

- 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 the school and relevant outside agencies when appropriate.
- To model our core school values.
- To promote the use of interventions which are least intrusive and most effective.

Anti-Bullying Strategies

- Regular promotion of anti-bullying in tutor times & assemblies.
- Anti-bullying posters & information around the school.
- Anti-bullying focus week (National campaign).
- Use of CCTV within the school grounds to help with the prevention of bullying.
- A duty rota for staff so they patrol key areas before school, break & lunchtimes.
- Questionnaires to research student views on how safe they feel in school.
- Anti-bullying training for key staff.
- PSHE lessons on anti-bullying.
- Support from the school's Wellbeing Ambassadors
- Positive & trusting staff-student relationships so students feel comfortable in reporting any issues.
- Restorative approaches.
- Information talks from the School Police Liaison Officer.
- Information leaflets for students and parents about E-Safety.
- Student Council to review Student Friendly Anti-Bullying Policy.

Anti-bullying advice to Parents / Carers

A great deal of bullying is CYBER-BULLYING. Please regularly monitor your child's use of messaging, and social media sites. Access to these is out of the school's control when your child is not in school.

- TALK to your child on a regular basis, so any problem is easier to share
- LISTEN to what they say
- ENCOURAGE your child to feel good about themselves, realising that we are all different and equally important
- DON'T STAY SILENT. If you believe your child is being bullied, or is a bully, talk to other adults at home or at school and explore the options.
- If your child is a victim REASSURE them that it is not their fault and that you are going to do something to help
- BE REALISTIC in your expectations, sometimes on-going problems can take time to resolve
- TRY to be co-operative with our school and not be aggressive. Without a good working relationship between parents and the school the situation could deteriorate, which won't help you, your child or them
- ALWAYS remember that children can't solve bullying on their own. They need the support of parents/carers and our school
- REMEMBER – IT IS NOT YOUR CHILD'S FAULT

Further advise for parents can be found at: https://www.nationalbullyinghelpline.co.uk/ & https://anti-bullyingalliance.org.uk/tools-information/advice-parents

Monitoring, evaluation and review

The school will review this policy bi-annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

The policy should be read alongside the following documents:

- The School Behaviour Policy, Safeguarding & Child Protection Policy (KCSiE 2020), PSHE Policy, RSE Policy & Equalities Policy
- Surrey Guidance on Anti-Bullying
- Preventing and Tackling Bullying (DfE 2017)

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/623895/Preventing_and_tackling_bullying_advice.pdf