



CARTERTON PRIMARY SCHOOL
ANTI BULLYING POLICY

Approved by LGB: 13th May 2024

Review Date: May 2027



Rationale

At Carterton 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. We recognise the seriousness of all forms of bullying and the deeply damaging impact it can have on those involved. Bullying of any kind is unacceptable at our school. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell a member of staff.

This policy is applicable to all on and off-site activities undertaken by pupils whilst they are the responsibility of the school, incidents that occur on the way to and from school and any incidents that occur online, of which we have been made aware of.

This policy has been written following Oxfordshire County Council Guidelines and using guidance from Keeping Children Safe in Education (Sept 2023), Preventing and Tackling Bullying: Advice for headteachers, staff and governing bodies (DFE 2017). It takes into account the Education Act (2011), The Equality Act (2010), The Education and Inspectors Act (2006) and The Children and Families Act Part 3 (2014).

Aims

At Carterton Primary School we aim to:

- Provide a caring, safe and supportive atmosphere where children feel able to tell adults about their concerns
- Raise awareness of bullying and improve both staff and children's ability to recognise forms of bullying
- Reduce incidents of bullying through our PSHE programme, promoting positive relationships, assemblies, supervision, partnerships with parents, and positive role models
- Deal with any bullying incidents immediately, in a sensitive manner, following agreed procedures and keeping all parties, including parents informed.

Definition

At Carterton Primary School we define bullying as *"Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally."*

We look for key factors when identifying behaviour as bullying;

- Ongoing – the behaviour is not a one off.
- Deliberate – the behaviour was not an accident or incidental.
- Hurtful
- Power – there is an unequal balance of power. Children who bully use their power; such as physical strength, popularity, access to information to control or harm others.

- Bullying can be emotional, physical, verbal or silent (excluding or ignoring).
- Bullying is **not** a one-off argument or fight, or a friend sometimes being unkind.

There are many different forms of bullying. Bullying can happen to anyone and for a variety of reasons. This policy covers bullying related to:

- Race, religion or culture.
- Special educational needs and disabilities
- Appearance or health conditions
- Sexist or sexual bullying
- Homophobia or biphobia
- Gender based or transphobic
- Cyber-bullying – mobile phones, email, social media
- Young carers, looked after children or home circumstance.

This policy also covers the bullying of school staff by children, parents or other staff.

At Carterton Primary School we recognise the importance of challenging discriminatory language and will not dismiss it. We will be aware of peer on peer abuse and develop a culture where this is unacceptable.

We understand that there are different roles within bullying.

- The ring-leader, the person who through their social power can direct bullying activity. Assistants/associates who actively join in the bullying (sometimes because they are afraid of the ring-leader).
- Reinforcers who give positive feedback to the bully, perhaps by smiling or laughing. Outsiders/bystanders who stay back or stay silent and thereby appear to condone or collude with the bullying behaviour.
- Defenders who try and intervene to stop the bullying or comfort children who experience bullying.

Our Whole School Approach

Preventing Bullying Behaviour

At Carterton Primary School we take all forms of bullying seriously and seek to prevent it from taking place. A range of methods are used to help prevent bullying and to establish a climate of trust and respect for all. This teaching is integrated into our PSHE curriculum and endeavours to develop self-awareness, personal management of feelings, motivation, empathy and social skills in all our children. Our children learn to understand the feelings of children who experience bullying and how to avoid participating in any bullying behaviours. Through our school Computing Curriculum, we teach how to stay safe online and address the complex nature of cyberbullying. We take part in annual anti-bullying campaigns, where we focus work around respect and use the Say No to Bullying theme. Our school's Positive Relationship Policy sets out our strategies for developing behavioural skills and sets out our aims to encourage best choices in learning and play.

Identifying and Responding to Bullying Behaviour

At Carterton Primary School all members of staff are alert to the signs of bullying.

Staff should:

- Watch for early signs of distress – deterioration of work, unexplained illness, isolation, being clingy to adults, erratic attendance, change in mood, become aggressive; whilst these behaviours may be symptomatic of other problems, it may be the signs of bullying.
- Work with staff and other agencies to identify all forms of bullying.

Parents should:

- Support the school's anti-bullying policy and actively encourage their child to be a positive member of the school.
- Be alert to signs of bullying and encourage their child to be open with them. This includes monitoring their child's use of technology such as mobile phones and the internet.
- Report any suspected bullying to the school, either their child's Class Teacher or Headteacher.

Children should:

- Tell a trusted adult about any bullying experiences.
- Be aware that no-one deserves to be bullied and celebrate our differences.
- Understand the impact bullying behaviour can have.
- Report any bullying that is witnessed.

Governors should:

- Adopt and support this policy.
- Review this policy at least once every two years to accommodate any legislative or regulatory changes.
- Monitor records of bullying at the school.
- Meet regularly with the Headteacher to discuss concerns.

Recording Bullying Incidents

At Carterton Primary school we will always respond to a suspected bullying incident. We will follow the procedures laid out in the Managing a Bullying Incident form (appendix 1). We will record the incident in the following way:

1. If an incident of bullying has occurred, follow actions on Managing a Bullying Incident Sheet (use appendix 1)
2. Record incident of bullying on CPOMs
3. DSL/DDSL to review each case of bullying
4. Action/follow up of each incident must be added to each case on CPOMS i.e. parents being contacted, reflection time etc.

Copies of the documents are available to all staff on the safeguarding board located in the Staffroom.

Behaviour incidents should be dealt with in line with this policy alongside our Positive Relationships policy and recorded as such.

If a parent raises a bullying concern it should be recorded and investigated fully. If bullying has occurred then the above procedure should be followed. If a parent or carer is dissatisfied with the way the school has dealt with a bullying incident they should refer to the school complaints procedure.

Records of peer relations should be kept by class teachers as necessary and passed to subsequent teachers.

Consequences for Children Who Have Taken Part in Bullying

If there is evidence or an admission of bullying by a child the incident should be discussed with a member of SLT and the following measures followed:

- Warning to stop the bullying behaviour and time to repair and restore.
- Loss of playtime/lunchtime
- Internal suspension
- Short term suspension
- Permanent exclusion

Monitoring and Review

Carterton Primary School will review this policy annually and assess its implementation and effectiveness. This policy will be promoted throughout the school and with all parents.

Further Support and Advice

1. Anti-bullying Alliance – www.anti-bullyingalliance.org.uk/tools-information/advice-parents
2. Oxfordshire County Council – <https://schools.oxfordshire.gov.uk/cms/content/anti-bullying>
3. Childline – www.childline.org.uk
4. NSPCC – www.nspcc.org.uk
5. Childnet International - www.childnet.com

Appendix 1

Managing a Bullying Incident

	The following steps should be taken when dealing with incidents:	√
1	If bullying is suspected, reported or observed, the incident will be dealt with immediately by the member of staff who has been approached.	
2	A clear account of the incident/s should be recorded and given to the class teacher and DSL.	
3	The class teacher or other appropriate adult will meet with the target of the bullying and investigate what has happened. OCC guidelines are available in the staffroom on the safeguarding notice board. It is important we do not use the labels 'the bully' and 'the victim'	
4	Listen to other children who may have observed the incident.	
5	The class teacher or other appropriate adult will meet with the child alleged to be responsible for the bullying.	
6	The incident must be recorded on the online safeguarding tool, CPoms. In the 'concern' section, please record the reason for the bullying <ul style="list-style-type: none">● Race, religion or culture.● Special educational needs and disabilities● Appearance or health conditions● Sexist or sexual bullying● Homophobic or biphobic● Gender based or transphobic● Cyber-bullying – mobile phones, email, social media● Young carers, looked after children or home circumstance. As well as the place where the incident occurred and the time.	
7	If there is evidence or admission of bullying, issue appropriate sanctions following the Anti-bullying policy.	

8	Consider whether the impact of bullying is severe enough to warrant this being a safeguarding issue. DSL will be informed through CPoms.	
9	Inform the target of the outcomes and the actions taken. Keep them informed and provide support.	
10	Parents/carers of the target of bullying should be informed and offered appropriate support.	
11	Contact the parents/carers of the child responsible for the bullying. Inform them of the incident and offer appropriate support.	
12	All follow up actions must be recorded on CPoms such as parents contacted, consequences, outcomes, reflections.	
13	DSL will share the incident with all necessary adults through CPoms	
14	Children should be supported and opportunity be provided to reflect and consider how they might make amends.	
15	Monitor and reflect on the situation. Could we have done anything to prevent the incident? Has the bullying stopped? Have the children involved been connected to any other incidents of bullying?	