



Carr Infant School

Confidence - Communication - Creativity

Anti-bullying Policy

Approved by	Resources Committee
Previously Approved	May 2022
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School statement on bullying

We believe that everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a nurturing and supportive community.

Aims and purpose of the policy

- To ensure a secure and happy environment free from threat, harassment, discrimination or any type of bullying behaviour.
- To create an environment where all are treated with dignity and respect and where all members of the school community understand that bullying is not acceptable.
- To ensure a consistent approach to preventing, challenging and responding to incidents of bullying that may occur.
- To inform pupils and parents of the school's expectations and to foster a productive partnership which helps to maintain a bullying-free environment.
- To outline our commitment to continuously improving our approach to tackling bullying by regularly monitoring and reviewing the impact of our preventative measures.

This policy links closely with our Child Protection Policy and Safeguarding Policy, and our Behaviour Policy.

1. Definition of bullying

Bullying is hurtful, unkind or threatening behaviour which is deliberate and usually repeated. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied. If bullying is allowed it harms the perpetrator, the target and the whole school community and its secure and happy environment.

The nature of bullying can be:

- Physical (e.g. hitting, kicking, pushing or inappropriate/unwanted physical contact)
- Verbal (e.g. name calling, ridicule, comments)
- Cyber (e.g. messaging, social media, email)
- Sexual bullying including peer on peer abuse
- Emotional/indirect/segregation (e.g. excluding someone, spreading rumours)
- Visual/written (e.g. graffiti, gestures, wearing racist insignia)
- Damage to personal property
- Threat with a weapon
- Theft or extortion
- Persistent Bullying

Bullying can be:

- Racist: based on ethnic background or skin colour
- Homophobic, biphobic or transgender: based on sexual orientation or identity
- Prejudicial: based on prejudices directed towards specific characteristics, e.g. SEND or mental health issues, appearance or health conditions

- Sexist: based on gender
- Based on religion or belief
- Related to home or other personal circumstances

2. Reporting bullying

Pupils are encouraged to tell **a trusted adult** if they are feeling bullied. This could include: teachers, support staff (including lunch time staff), wrap around care staff and the head teacher.

Reporting- roles and responsibilities

- *Staff : All staff have a duty to challenge bullying, report bullying, be vigilant to signs of bullying and play an active role in the school's efforts to prevent bullying.*
- *The head teacher: The head teacher has overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and wellbeing of all young people.*
- *Parents/carers: Parents and carers are encouraged to look out for signs of bullying (e.g. distress, feigning illness, lack of concentration). Parents and carers should support their child to report the bullying, or may choose to report it themselves. Parents/carers may report concerns to their child's class teacher, or may feel it is appropriate to speak directly to the head teacher or another member of the pastoral team. Parents/carers are welcome to phone the school directly, email or make an appointment to meet with Mrs. Flatters.*
- *Pupils: Pupils are encouraged to report incidents regarding bullying wherever possible to a member of staff at school, and also to speak to their parents/carers. At Carr Infant and Nursery School we have a clear expectation that no children will take part in any kind of bullying and regularly promote this expectation through PHSCE work in class, school values and whole school themed days/weeks. Equally, we encourage pupils never to be bystanders to incidents of bullying, to watch out for signs of bullying amongst their peers and to report incidents.*

3. Responding to bullying

When bullying has been reported, the following actions will be taken:

1. All reported incidents will be investigated. Some more minor incidents may be dealt with within school,; however it is often practice for parents/carers to be informed if their child has been involved in a bullying incident.
2. Bullying incidents will be logged on CPOMs, and coded as one of the bullying categories.
3. Support will be offered to the target of the bullying from the class teacher, support staff or head teacher.
4. Staff will also respond to the bully, with the aim of the bully understanding the impact of their actions, preventing further incidents, and engaging in

- repair work as appropriate. The bully may require support from staff, which may include the use of an emotional literacy support programme or session.
5. Staff will assess whether parents and carers need to be involved.
 6. Staff will assess whether any other authorities (such as police or local authority) need to be involved, particularly when actions take place outside of school.

4. Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during school holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils' wellbeing beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities outlined in this policy.

5. Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored following the same procedure as in Section 3. Follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language.

6. Prejudice based incidents

A prejudice based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice based incidents are taken seriously and recorded and monitored in school, with the head teacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

7. School strategies to prevent and tackle bullying

We use a range of measures to prevent and tackle bullying including:

- Our school vision of 'Ready, Respectful and Safe' is at the heart of everything we do and we ensure that all members of the school community are respected and safe.
- The **Kapow** programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond to and prevent bullying. It also includes opportunities for pupils to learn to value themselves, value others and appreciate and respect difference.
- Assemblies explore the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying, including the British Values.

- Through a variety of planned activities and time across the curriculum pupils are given the opportunity to gain self-confidence and develop strategies to speak up for themselves and express their own thoughts and opinions.
- Class discussion time provides regular opportunities to address issues that may arise in class and for teachers to target specific incidents.
- Stereotypes are challenged by staff and pupils across the school.
- Pupils are involved in promoting a caring and friendly school environment, for example as playground buddies in Year 2.

8. Monitoring bullying

The head teacher is responsible for monitoring the policy and analysing the recorded data on bullying. Any trends are noted and reported to governors.

9. Evaluating and reviewing

The head teacher is responsible for reporting to the governing body on how the policy is being enforced and upheld, via the termly report. The governors are in turn responsible for evaluating the effectiveness of the policy via the termly report and by in-school monitoring such as learning walks and focus groups with pupils. If further improvements are required the school policies and anti-bullying strategies should be reviewed.