



CHSG
Carshalton High School for Girls

Anti-Bullying Policy

Reviewed and Agreed by Carshalton Local Governing Body:

Autumn 2024

Next Review:

Autumn 2027

Policy Notes may be subject to review and revision at any time by the Carshalton Local Governing Body notwithstanding that the next review date has not been reached.

Review dates are for guidance only and whilst the intention is always to arrange reviews within the stated time frame all Policy Notes will remain in force until this has taken place and been formally approved by the Carshalton Local Governing Body.

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1. Statement and Intent

Carshalton High School for Girls promotes an environment where all students are kind, reflective, resilient and responsible and where students can learn in a safe and calm environment. The school has high expectations for student behaviour.

All within the school community should feel willing and able to report bullying behaviour without fear, confident that they will be listened to and that action will be taken to try to resolve the situation.

CHSG is aware of the statutory responsibility to discipline students for poor behaviour outside the school premises. Section 89(5) of the Education and Inspections Act 2006 gives Headteachers the power to discipline students for poor behaviour when they are not on school premises. This can relate to bullying incidents occurring anywhere on or off the school premises.

This policy should be used alongside the school's Child Protection and Safeguarding Policy as peer-on-peer abuse must be considered as a potential source of significant harm.

2. Aims

- To work towards eliminating bullying at CHSG.
- To support the Good Behaviour Policy.
- To ensure all members of the school community understand that bullying will not be tolerated and students are empowered to keep themselves safe.
- To ensure that everyone knows what bullying is and their responsibilities.
- To ensure there are strategies for minimising the risk of peer on peer abuse
- To give parents confidence in the CHSG approach to bullying

3. Definition of bullying

The CHSG definition of bullying is:

The intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.

4. Types of Bullying

Bullying can:

- take place in school, out of school or both
- be a single incident or repeated incidents
- be by an individual or a group

Type	Examples
Physical	pushing hitting kicking pinching threatening physical violence any form of violence
Verbal (direct or indirect)	name-calling sarcasm spreading rumours persistent teasing verbal threats

Emotional	tormenting threatening ridicule humiliation exclusion and isolation from groups or activities
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, inappropriate touching
Cyber-bullying	use of communication technologies, social networking and on-line communication to embarrass, humiliate, threaten or intimidate an individual or to gain power or control over them by way of abusive language, videos or images.
Sexting	sending someone sexually explicit photographs, videos or messages via mobile phone
HBT (homophobic, biphobic and transphobic) bullying	bullying directed at someone who is or is perceived to be lesbian, gay, bisexual, gender fluid or transgender
Racial	Racial taunts, graffiti, gestures in person or online

Some forms of bullying may break the law and may be reported to the police by the school. This includes:

- Violence and assault
- Theft
- Repeated harassment or intimidation e.g. name calling, threats and abusive phone calls, emails or text messages, sexual harassment and peer on peer abuse
- Hate crime: an incident which the victim, or anyone else, thinks is based on someone's prejudice towards them because of their race, religion, sexual orientation, disability or because they are transgender.

5. Roles and Responsibilities

5.1 The Governing Body will:

- ensure the school has an anti-bullying policy and that procedures are in place to manage any incidents of bullying.
- ensure that serious bullying incidents are communicated to governors termly in the Headteachers report.

5.2 The Headteacher will:

- ensure the school culture and ethos, mission and vision are inclusive of all staff, parents/carers and students to enable everyone to feel respected, valued and included.
- ensure there are effective procedures in place for reporting and investigating complaints of bullying. This includes a responsibility for ensuring incidents which constitute a child protection concern are reported to the relevant authorities including the local authority or police.

- monitor, review and update the anti-bullying policy and practices, ensuring the safety of all members of the CHSG community.
- ensure the policy is understood and implemented by all staff, parents/carers and students and that incidents are reported and addressed.
- to strive to enhance the quality of safeguarding work in relation to bullying.
- ensure the curriculum and PSHE support the anti-bullying policy.

5.3 Staff will:

- ensure all students feel valued, respected and included within the class and at playtimes/lunchtimes.
- Consider seating plans in lessons to take into account student relationships
- ensure all bullying incidents is addressed and dealt with.
- teach about bullying so that students understand what it is and what to do if it occurs.
- listen, take seriously and respond to students and parents/carers regarding concerns about bullying
- to report concerns regarding bullying in line with the CHSG procedures
- to abide by the Anti-Bullying Policy

5.4 Students will:

- be respectful of all students and adults and value difference and diversity.
- stand up for others and not be a bystander.
- understand what bullying is and how to report it.

5.5 Parents and carers will

- regularly speak to their child in order to promote a social conscience, awareness of appropriate behaviour and that reporting bullying is the right thing to do.
- be aware of and support the school's anti-bullying policy and procedures and use these to assist their child in understanding bullying behaviour.
- report incidents of unkindness to the school for investigation.
- support the school's actions in dealing with possible and proven cases of bullying.
- work with the school in order to support their child in developing positive responses to incidents of bullying consistent with the school's anti-bullying procedures.
- engage with wider support if appropriate.
- be responsible for monitoring their student's e-communication and use of social media. Should cyber-bullying occur, parents are responsible for ensuring that the appropriate reporting mechanism is used. For example, the report feature on Facebook, red flag on YouTube or report to the local police.

6. Prevention of bullying

The school works towards preventing bullying from occurring by educating students about discrimination and anti-bullying through the curriculum, the Pastoral Development Programme (PDP), assemblies and Anti-bullying Week.

The school's Kindness Charter details our ethos, culture and attitude towards anti-bullying and is promoted in school and with parents/carers.

Student anti-bullying ambassadors work across the school to promote kindness.

The pastoral support teams, which include form tutors, Pastoral Support Officers and Heads of Year, promote anti-bullying and support students if concerns are raised. Their close relationship with students means they will often become aware of unkindness at an early stage.

7. Reporting of bullying

The usual ways to report instances of unkindness and bullying are:

- Students have a pastoral support structure with tutor, Pastoral Support Officer and Assistant Head and Head of Year who they can report bullying and unkindness to.
- Students can report issues relating to unkindness on the on-line portal 'SHARP'. This system is designed to support students when they do not feel comfortable speaking to a member of staff
- Students can speak to a student Anti-bullying Ambassador during break or lunch time.
- Parents/carers should report concerns to the tutor, Assistant Head of Year, Head of Year or Pastoral Support Officer. This is by telephone, email or in person.
- In any instance parents/carers can report their concerns to any member of staff including the Senior Leadership Team or Designated Safeguarding Lead. All staff have a responsibility to pass on this information to the relevant pastoral team for investigation.

8. Procedures to deal with bullying or suspected bullying

When bullying/ suspected bullying is reported, it must always be treated seriously, with discretion and carefully investigated in a timely manner. The procedure for dealing with bullying is set out below:

In the first instance unkindness will be dealt with by the teacher which is first aware.

- Action could be a level 1 detention or a restorative meeting.

More serious instances that satisfy the definition of bullying will be referred to the Head of Year. The HOY will:

- conduct investigation including taking statements from all relevant parties
- Inform the parent/carer
- Make a judgement on action to be taken

If the HOY determines bullying has taken place they will:

- Record the bullying on CPOMS using the peer to peer category
 - Will be recorded in both the student/s causing harm and the student/s affected
- Issue the appropriate sanction:
 - Classcharts
 - Level 2 ARC
 - Level 3 suspension

CHSG Kindness Charter

Carshalton High School for Girls is caring and friendly school. We want everyone to feel safe and happy to be here



We will treat everyone as we wish to be treated: fairly, with dignity and respect, and without discrimination



We will not be tempted to fight back with words or actions. We will only respond with kindness. We will not be a bystander and let unkindness happen



We will use social media appropriately. Think, type and think again before we send. Spread positive messages.



We will support each other to create a culture where everyone has the right to learn in a safe environment.



We will not be afraid to report unkind behaviour and action to an adult, or an anti-bullying ambassador.