



Carshalton High School for Girls

Anti-Bullying Policy

Reviewed January 2016

Anti-Bullying Policy

We believe that all students, staff and parents/carers have the right to be protected from bullying and abusive behaviour.

At Carshalton High School for Girls a collective responsibility from students, staff and parents to report bullying in all forms is encouraged. This enables any incident to be dealt with immediately and as effectively and efficiently as possible.

The expectations of good behaviour in Carshalton High School for Girls are high and implicit and supported by a positive environment in and out of the classroom.

Carshalton High School for Girls expects students to behave in such a way that no intimidation of a fellow student takes place.

Aim

The aim of this Anti-Bullying Policy is to:

- Promote positive attitudes towards each other
- Encourage an atmosphere where bullying does not occur
- Ensure that staff, students and parents are all aware of what constitutes bullying
- Encourage students to report incidents of bullying
- Ensure that bullying incidents are taken seriously, followed up and dealt with appropriately
- Encourage everyone to actively challenge bullying whenever and wherever it occurs
- To involve students in anti-bullying campaigns in school
- To work as part of the schools wider Safeguarding policy

What is Bullying?

Bullying is understood to be any behaviour which uses power or influence in order to hurt others. Bullying can take the form of persistent, intentional undermining of an individual, or it can be a single serious incident. Parents may find further information on the school website.

Bullying can take many forms, examples are:

Physical:

hitting, kicking, spitting, tripping someone up, stealing/damaging someone's belongings etc.

Verbal:

name-calling, insulting a person's family, threats of physical violence, spreading rumours, constantly putting a person down

Emotional/psychological:

excluding someone from a group, humiliation: some incidents of bullying may be due to a lack of sensitivity or awareness of a situation, but, this can still be addressed as bullying. For example, children with disabilities often report persistent, seemingly 'low level' bullying from which there is no let up.

Racist:

insulting language/gestures based on a person's actual or perceived ethnic origin or faith, name calling, graffiti, racially motivated violence.

Sexual:

Sexually insulting language/gestures, name-calling, graffiti, unwanted physical contact.

Homophobic:

insulting language/gestures based on a person's actual or perceived sexuality, name calling, graffiti, homophobic violence.

Disablist:

bullying involving children and young people with disabilities, with name calling, manipulation, conditional friendship and pushing and shoving being common. There may be high levels of bullying between children with emotional and behavioural difficulties, as well as, bullying of them by other students.

Cyber:

bullying by text message, bullying on the internet (in chat rooms, on bulletin boards and through instant messaging services), hate websites.

Manipulative bullying:

where the perpetrator tries to get the victim to act in a certain way do something they should not do – stealing from a newsagent.

Conditional friendship:

where the victim is 'allowed' to be in the friendship group only on certain conditions. These are intended to get the victim into trouble or to humiliate them and may put the victim in danger.

Bullying on journeys:

bullying on public transport, in the street, at the bus stop or at the school gate.

All of the types of behaviour listed above are **unacceptable** and will not be tolerated at Carshalton High School for Girls.

Intention

Not all bullying is deliberate or intended to hurt. Some individuals may see their hurtful conduct as "teasing" or "a game" or "for the good of" the other person. These forms of bullying are equally unacceptable but may be non-malign and can often be corrected quickly with advice and targeted intervention by form tutors and year leaders. A bully who does not respond appropriately to advice or sanctions would ultimately have to leave school. Bullying is not the 'normal' difficulties that happen in children and young people's friendships, although if these are not resolved they could lead to bullying behaviour.

How is the policy going to be put into practice?

Bullying can only be stopped through a combination of **prevention** and **response**.

Prevention:

- Positive attitudes towards each other will be promoted through the Citizenship programme, the schools tutor programme, assemblies and all aspects of school life.
- Staff will be expected to actively promote and implement a whole school ethos that is opposed to bullying in all its forms.
- An anti-bullying charter will be displayed in classrooms to reinforce the anti-bullying message.
- The schools safeguarding board will include the numbers of student helplines and will have a clear area to promote an anti-bullying message. It will also clearly highlight the schools anti-bullying measures

- Students will be informed of the school's policy through the Citizenship programme, assemblies, student council and notices displayed in classrooms and around the school.
- Community Prefects will be used to challenge anti-social behaviour at break and lunch time and to support students who appear to be socially isolated.
- The Sixth Form will be informed on issues relating to preventing bullying through assemblies and tutor time.

Response:

- Procedures are in place for staff to follow when bullying incidents are reported to them, including follow up.
- Bullying incidents will be taken seriously and sensitively dealt with as promptly as possible.
- A restorative justice approach will be initiated by trained staff
- A peer mentoring system is in place to support victims and to reject the behaviour of bullies.
- Information will be provided for parents in the form of leaflets and on the school website which explains the school's Anti-Bullying policy and procedures and provides advice and guidance on support strategies.

Procedures

The following guidelines set out the strategies undertaken by the school for dealing with bullying when it does occur. This is what is expected from members of the school community.

Students

As part of the school community, you have a responsibility to help combat bullying by supporting other students when they are vulnerable. Don't gang up against another student in a vulnerable position but try to help her feel less vulnerable. Don't join in with making fun of them, even if you don't feel able to challenge the bullying behaviour yourself. And don't turn a blind eye to bullying and victimisation.

If you yourself, or you know another student who is being bullied you should immediately do one of the following:

- let a member of staff know about the bullying- such as your subject teacher, Form Tutor, Year Leader, or a member of the Senior Leadership Team
- support the student
- go to Student Support to talk about the incident in more detail
- tell a Community Prefect

If you are being bullied, you can expect that:

- every incident reported will be followed up as soon as possible
- you will be listened to
- action will be taken to help stop the bullying
- you will be given the opportunity to talk about the way the bullying has made you feel and to find strategies to deal with the bullying behaviour
- we will check that incidents are not reoccurring in the future

If you are involved in bullying you can expect that:

- your bullying behaviour will be challenged
- a range of sanctions will be applied including internal and external exclusion
- you will be treated fairly
- you will be given the opportunity to change your behaviour

Staff

All staff will be expected to:

- promote an environment that is constructive and safe for all students through their own teaching practice and actions
- if an incident of bullying is reported to you, deal with it as a priority – log the incident onto SIMS highlighting the type of bullying and tell a Child Protection Officer
- ensure the victim receives support
- log the incident onto SIMS as 'requires further intervention' - if further action is needed assessment will then be made by the member of staff in collaboration with the Faculty Leader/Year Leader and decide possible consequences
- carry out a 'follow up' interview
- at CHSG we expect that all staff will work in co-operation with colleagues, students, parent(s)/carer(s), staff from other organisations in the local community and the school's board of Governing Body to combat bullying
- if you have recorded the incident please make a follow up call two weeks later and log the details of the call onto SIMS

Parent(s)/Carer(s)

All parents and carers can expect to be kept informed of the school's anti-bullying policy and can consult the school's website for more details.

Staff will do their best to address any concerns that you may have about bullying; and you will be asked to co-operate with the school in supporting your child and promoting the message that bullying behaviour is not acceptable.

1. If your son/daughter is being bullied, you can expect that:
 - you and your child will be listened to
 - staff will ensure that you are involved in the process of supporting your child in dealing with the bullying
 - staff will do their best to address any concerns you may have
 - wherever appropriate, the school will put you in contact with outside agencies that can help to support you and your child in addressing her experience of being bullied
2. If your son/daughter is bullying another student, you can expect that:
 - you and your son/daughter will be listened to
 - your son/daughter will be treated fairly
 - your son/daughter will be expected to change her bullying behaviour and supported and encouraged in doing so by staff
 - wherever necessary, the school will put you in contact with outside agencies (e.g. Connexions) that can help to support you and your son/daughter in addressing her bullying behaviour
 - A restriction order may be put in place

If you have any concerns that another student who attends the school (e.g. a friend of your son/daughter) may be experiencing bullying, please do not turn a blind eye but mention this to a member of staff.

Governors

School governors can expect to be kept up to date on the progress of the school's anti-bullying work, and to receive a comprehensive annual report on anti-bullying work.

School governors will be expected to:

- be given feedback on the monitoring and evaluation of the Anti-Bullying policy and practices in the school through termly reports on bullying incidents
- publicly support the school's anti-bullying message

How do we know our actions have been successful?

The lead Child Protection Officer for the school will monitor incidents each half term and will ensure follow up calls to parents are made.

There are five key questions to ask about intervention:

- Does the victim feel safe?
- Did the bully's behaviour change?
- What have we learned?
- Is there any action that may need to be followed up?
- Have parents/carers been kept informed?

Criteria for Success

- students feel safe, happy and successful at school
- students feel able to achieve their potential at school
- students and parents have confidence in the school's procedures for dealing with bullying
- few incidents of bullying occur
- the anti-bullying message and support services are well publicised
- the school has a visible anti-bullying charter which is promoted in school
- it is clear who students and parents can contact in the event of a concern about potential bullying
- carers and students are asked for their views
- students are involved in anti-bullying campaigns in school
- discussions are held with young people about bullying and its definition
- incidents of bullying do not re-occur
- all members of the school community feel able to identify and respond to incidents of bullying and are able to detect signs of distress in relation to bullying.

Monitoring and Evaluation

- a central record will be kept of all bullying incidents which will be available termly to governors
- incidents of bullying will be monitored by the Year Leaders and the Assistant Headteacher responsible for safeguarding
- Use of SIMS as a data tool

