



Carshalton High School for Girls

Excellence: everywhere, every day.

Anti-Bullying Policy

Reviewed and Agreed by Carshalton Local Governing Body:

Jun 2021

Next Review:

Jun 2022

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

- to ensure that all students, parents/carers, staff and governors are aware of the high expectations of The Girls Learning Trust and Carshalton High School for Girls in terms of Anti Bullying
- all students are expected to be courteous to each other, staff and visitors. All members of the school community have the right to learn and work free from intimidation and fear.

1.1 Aims

- to create a safe learning environment that is free from bullying and in which all students are empowered to keep themselves safe;
- to encourage enthusiasm for all aspects of learning, creativity and Academic success;
- to embrace difference, encourage tolerance and challenge prejudice;
- to prepare students to become responsible adults.

2. Bullying is defined as:

- A series of actions intended to intimidate, taunt or humiliate an individual or group; or persistent behaviour that results in the individual being intimidated, taunted or humiliated.

3. Bullying may include (this not an exhaustive list):

- Physical violence
- The threat of physical violence
- Damage to personal property
- Cyber bullying
- Verbal taunts or insults about the individual or that individual's family and home life
- Insulting comments about someone's race, religion, culture, gender, sexuality or beliefs
- Mocking the beliefs and values of an individual or religious or social group
- Taunting about physical characteristics
- Taunting about an individual's desire to learn or their abilities
- Deliberately passing on comments about an individual
- Deliberately making a situation between individuals or groups worse by comments, inaccurate comments and inaccurate accounts of events or actions
- Deliberately undermining the work and efforts of an individual or group
- Deliberate isolation of an individual or group
- Repeated intimidation of an individual by comment, gesture or look

4. Social Media:

- Parents/carers are expected to take responsibility for monitoring their child's use of social media and text messages and ensuring they do not engage in bullying behaviours outside of school time.
- School staff are unable to deal with every incident that occurs outside of school hours and may advise parents/carers to involve the police.

5. Discrimination:

- Discrimination of any kind will not be tolerated in school.
- Any derogatory comments about a protected characteristic will be investigated and sanctioned where appropriate.
- Carshalton High School for Girls is an inclusive school where all students have the right to learn in an environment that is free from discrimination
- The procedure will be the same as with any other type of bullying but these incidents will be recorded separately and reported to the Chair of Governors.



* These could include: Academic Reintegration Centre, Fixed Term Exclusion (with approval of the HT/DHT), Restorative work with students, supervised break and lunch with the Pastoral Team.

Education

- As part of our Pastoral Development Programme (PDP) students will learn about discrimination and anti-bullying so they become knowledgeable about these key issues. All students will sign up to our Kindness Charter which details our ethos, culture and attitude towards anti-bullying. There are clear signposts on how students can report unkindness and what support/actions they can expect to happen when incidents have been reported.
- The school is part of the Princess Diana Foundation Anti-bullying programme. We have trained adults and students who work across the school to promote kindness. Our anti-bullying ambassadors are available at break and lunch to support students.
- SHARP – Students have access to our line portal ‘SHARP’ where they can report issues relating to unkindness. This system is designed to support students when they do not feel comfortable speaking to a member of staff.

OUR KINDNESS CHARTER

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

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.

SEE IT, SAY IT, STOP IT



FROM THE DIANA AWARD