

Carshalton High School for Girls
CHSG
Excellence: everywhere, every day

Anti-Bullying Policy

Reviewed and Agreed by Carshalton Local Governing Body: Autumn 2023

Next Review: Autumn 2024

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.

2. 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.

3. 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.

4. 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

5. 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.

6. 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.

7. Child on Child Abuse

Child on child abuse is any form of physical, sexual, emotional, and financial abuse, and coercive control, exercised between children, and within children's relationships (both intimate and non-intimate), friendships and wider peer associations.

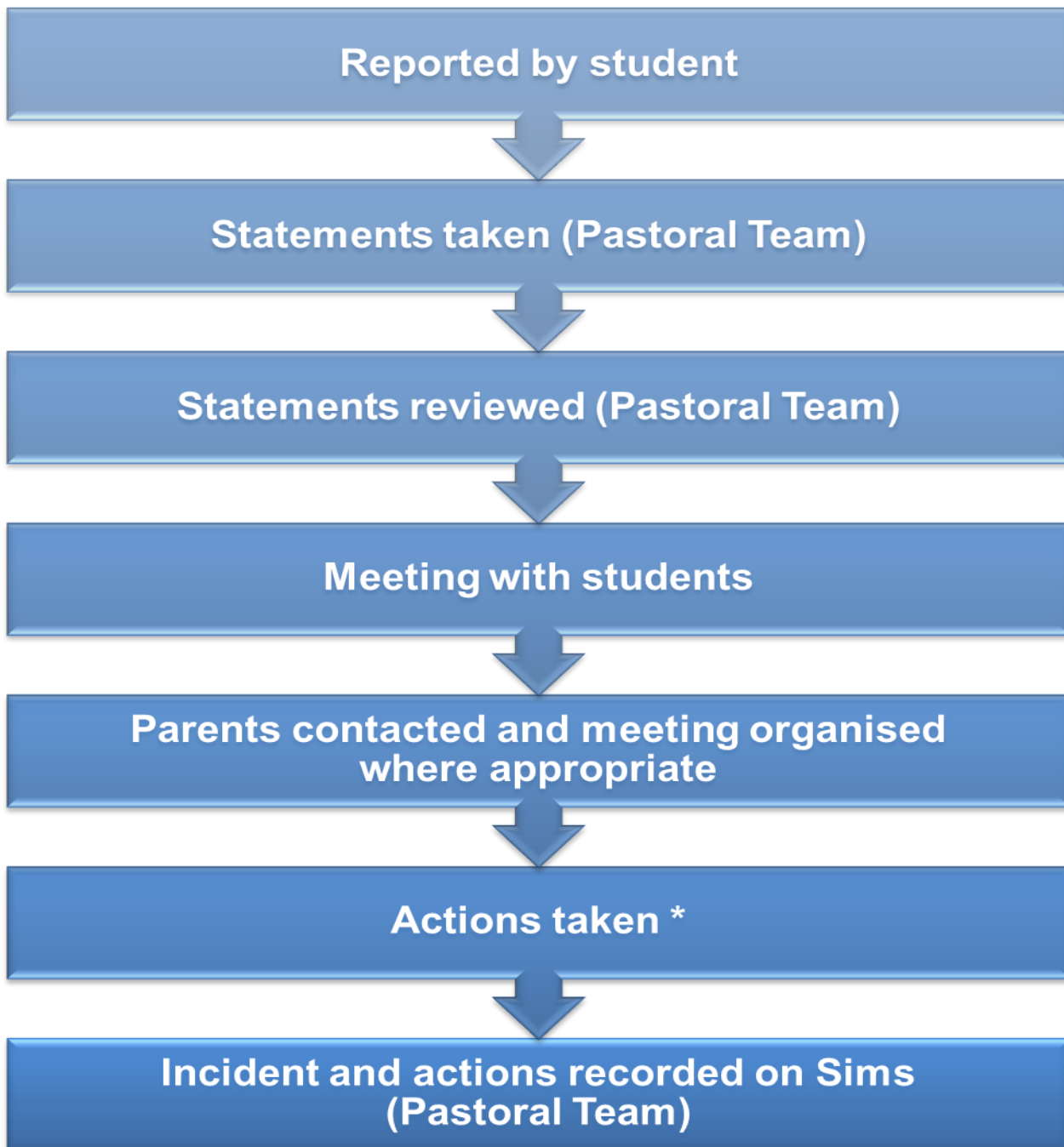
Child on child abuse can and does happen in a whole range of settings that children attend, however it often goes unseen. It might take place online, for example, or away from the school or setting. Therefore, training for professionals to help them recognise the signs, and know what to do, is essential.

At CHSG we are committed to having a zero tolerance for child on child abuse. We are focused on ensuring that child on child abuse is identified early, responded to appropriately and support is offered to both the victim and perpetrator.

When managing and responding to all incidents of child on child abuse, we will aim to establish the nature of the risk by consultation and assessment. This will include considering concerns relating to contextual safeguarding. Early identification is a key component in responding to child on child abuse which is important to the whole school community.

In cases where child on child abuse is identified we will use the local safeguarding procedures as set out by the London Borough of Sutton.

Appendix A
Protocols for dealing with incidents of bullying



* *These could include: ELSA support focused on behaviour education; Academic Reintegration Centre; Suspension (with approval of the HT/DHT); Restorative work with students; supervised break and lunch with the Pastoral Team. Educational guidance for the perpetrator and victim and parental support will be offered.*

Appendix B Education / Support

- 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.
- Each year group has a designated Pastoral Support Officer (PSO) who will support students when issues arise. Our PSOs are trained in providing emotional support and if appropriate can provide mediation.
- We have a designated well-being room that is staffed by our PSOs and School Counsellor and students can be referred for support when required.

Websites offering help and advice:

- www.anti-bullyingalliance.org.uk
- www.kidscape.org.uk
- www.childline.org.uk
- www.nspcc.org.uk
- www.stoptextbully.com
- www.beyondbullying.com
- www.bbclic.com
- www.bullying.co.uk
- www.childnet-int.org
- www.cyberbullying.org
- www.chatdanger.com
- www.thinkuknow.co.uk

Appendix C

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

