



# Carlton VC Church of England Primary School

## Carlton Anti-Bullying Policy April 2025

*Work hard, reach for the stars and you will go far'*

Approved by: Jσ Bevis  
Governors

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Written by: Jσ Bevis

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Next review: May 2026

## ANTI-BULLYING POLICY

Designated Member of staff with responsibility for bullying: Mrs Jo Bevis, Headteacher

Designated Governor with responsibility for bullying: Mrs Hilary Tuohy

### **Aims and Objectives:**

At Carlton Primary we have a culture of being aware of behaviours around us. We actively promote a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a zero tolerance for bullying school. This means that anyone who knows that bullying is happening is expected to tell the staff.

At Carlton C of E Primary School we actively promote the self-awareness, self-confidence, and self-esteem of children by making caring for each other an integral part of school life and the curriculum. Our intent is that within this caring environment bullying will not be an issue as we will act swiftly to deal with suspected bullying and be proactive in

We have built our Behaviour Policy around 'Be Ready, Be Respectful and Be Safe' this culture is threaded throughout the school ethos and this policy should be read collectively with the Behaviour Policy, Child protection Policy and E-safety policy.

### **Our Values**

At Carlton C of E Primary School, Christian and British Values are central to everything we do and are embedded throughout the school and the curriculum. We place a very high importance upon the teaching of values as we believe that learning about values promotes good behaviour and develops good citizenship and social skills helping our pupils develop into successful learners, and successful adults.

We use these values as a moral compass when dealing with incidents. As a church school our core values are based on Christian principles and these are taught alongside British Values and have evolved through consultation with pupils, staff, governors and parents. We are an inclusive school where everyone is respected and valued equally without regard to their ability, gender, faith, sexuality, heritage or race.

We teach our children core values including respect, love, freedom, understanding, justice/tolerance, forgiveness, in a structured programme. All

adults are required to act as role models and treat children with respect and fairness. As a Values School, bullying of any member of our community is unacceptable and will NOT be tolerated.

We adopt a zero-tolerance to bullying approach and whoever is told about a suspected case of bullying has a duty to tell the Head Teacher so that this can be fully investigated.

### **Our School Community**

- Discusses, monitors and reviews our anti-bullying policy on a regular basis
- Supports staff to promote positive relationships and identify and tackle bullying appropriately
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy
- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints, parents/carers in turn work with the school to uphold the anti-bullying policy
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate

### **What is bullying behaviour?**

Bullying is defined as deliberately hurtful behaviour by an individual or a group, repeated over a period of time, that intentionally hurts another individual either physically or emotionally.

All bullying is aggression; of a physical, verbal or psychological nature (relational, rumours, social exclusion). However, not all aggression is necessarily bullying.

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking or damaging belongings; inappropriate text and electronic messaging; sending offensive images by phone or internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

## **Forms of Bullying covered by this policy**

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture
- Bullying related to special educational needs or disabilities
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation
- Bullying of young carers or looked after children, or related to other home circumstances
- Sexist or sexual bullying
- Cyber bullying

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

This policy also covers the bullying of school staff, whether by pupils, parents or other staff.

Teaching and support staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

## **Preventing, identifying and responding to bullying**

We will:

- Work with staff and outside agencies to identify all forms of prejudice driven bullying.
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- Consider all opportunities for addressing bullying including through the curriculum, displays, peer support and the School Council.
- Train all staff including midday supervisors to identify bullying and follow school policy and procedures on bullying.
- Actively create 'safe places' for vulnerable children.

## **Recognising bullies**

- Bullies tend to have assertive, aggressive attitudes over which they will exercise little control
- Bullies tend to lack empathy, they cannot imagine what the bullied child feels
- Bullies tend to lack guilt; they rationalise that the bullied child somehow 'deserves' the bullying treatment

## **Anti-bullying action when dealing with incidents**

- Remain calm, you are in charge
- Take the incident or report seriously
- Take action as quickly as possible (the same day, whenever possible)
- Reassure the bullied child, don't make them feel inadequate or foolish
- Offer concrete help or advice to the bullied child – ask the pupils what they would consider helpful support
- Make it plain to the bully that you disapprove, encourage the bully to see the bullied child's point of view
- Inform colleagues and ask the head teacher to inform both sets of parents
- Have a constructive plan to offer both sides
- Make sure that the incident doesn't live on
- All staff to be consistent
- Keep a record of any episodes/action taken/follow up work on our CPOMS Software.
- Try to think ahead to prevent a recurrence of the incidence, if you uncover the 'trigger factor'
- Analysis of where and when bullying occurs most frequently and 'hot spots' identified
- Feedback used to guide further training
- Anti-bullying strategies included in work on PSHE/Citizenship/Healthy Schools /Values Education (see policies)

## **Anti-bullying related focus activities**

- Focused on in some school assemblies or other whole school events
- Themed weeks, such as Anti-Bullying Awareness Week
- Children to write anti-bullying charter
- Pupil and parent questionnaires
- Differentiated age-appropriate activities provided throughout the pupil's progress through the school

- School council to discuss bullying regularly at meetings
- Cyber-bullying addressed during ICT sessions, PSHE and assemblies

### **Strategies to prevent bullying**

- Role models
- Actively promote zero-tolerance approach to tolerance
- All staff involved in monitoring behaviour
- A named member of staff (Mrs Frost is our Behaviour Lead) who keeps the school up to date with developments, and plans events
- Home School Contract
- PSHE lessons – use of SEAL materials / Nurture Group – encouraging cooperative behaviour/strategies
- Values Education
- Active Breaks and Lunchtimes; Playground activities organised by LSAs, Lunchtime Play Manager, other Midday Supervisors and pupil Play Pals
- Circle Time
- Star Charts
- Certificates of Good Behaviour/Values Award/'Top table' lunch award, Golden Book
- PDRs (See SEND Information Document) – monitoring behaviour
- If all else fails seek guidance from the Behaviour Assessment Team
- Staff encouraged to attend courses and conferences on anti-bullying
- Tackling bullying, if necessary, to be an agenda item at governors' meetings
- Policy to be reviewed annually, to ensure that the school knows whether it is progressing and developing in its management of bullying
- Identify and share particularly good practice in school and in the learning community

### **Remote Learning**

- Be proactive in checking the mental health and wellbeing of pupils learning at home.
- Work with parents to ensure pupils are supported at home in dealing with online bullies.
- Provide parents with support in accessing information about dealing with bullying through a range of website: NSPCC, Thinkuknow and keep upto date with changes and new initiatives.
- Never delete forms of on-line bullying – take a screen shot if possible and send to the Headteacher.

## **Equal Opportunities**

### **Pupils with additional needs**

The class teacher and SEND coordinator will ensure that children with special educational needs/ disabilities/EAL/Children Looked After and young carers will have additional support as required in order to develop their awareness and understanding and prevent bullying.

### **Involvement of pupils**

We will:

- Regularly canvas pupils about the extent and nature of bullying
- School Council discuss ways of improving the school, including play/lunchtimes
- Ensure pupils know how to express worries and anxieties about bullying and that they know they can speak to any member of staff
- Ensure all pupils are aware of the range of sanctions, which may be applied against anyone engaged in bullying
- Involve pupils in anti-bullying campaigns in school
- Offer support to pupils who have been bullied
- Work with pupils who have been bullying to address the problems they have

### **Liaison with parents and carers**

We will ensure parents/carers know whom to contact if they are worried about bullying and know where to access independent advice.

### **Monitoring, evaluation and review**

The school will review this policy and assess its implementation and effectiveness every two years as part of school improvement, earlier if incidents occur that suggest the need for review. The policy will be promoted and implemented throughout the school.

See linked policies:

Child Protection Policy

Behaviour Policy

LAC Policy

SEND Policy

PSHE Policy

E-safety Policy

SEND information document.

## Relevant links

DfE Guidance on School Bullying – How to prevent it, when to report it and your obligations. Cyberbullying, homophobic, biphobic and transphobic bullying

<https://www.gov.uk/education/school-bullying>

Anti-Bullying Alliance guidance

<http://www.anti-bullyingalliance.org.uk>