



ANTI-BULLYING POLICY

This policy was reviewed:	Autumn 2021
This policy was ratified by Full Governing Body (if applicable):	Not Applicable
This policy will be reviewed again:	Autumn 2022
Governor committee responsibility:	Headteachers (A&F Informed)
Statutory Policy?:	Yes

ANTI BULLYING POLICY

We are committed to providing a caring, friendly and safe environment for all our children to enable them to learn in a positive and secure setting. We believe that bullying behaviour is totally unacceptable and will not be tolerated. We will take prompt action to deal with incidents. This policy should be read in line with the schools' Behaviour Policies.

AIMS

- Every child to feel safe and secure to learn and develop in a relaxed atmosphere.
- Every child to be treated fairly and with respect.
- All staff to listen carefully to what children are telling us and take appropriate and prompt action.
- To ensure parents/carers know who to approach if they are worried their child is being bullied.

WHAT IS BULLYING?

'The repetitive, intentional hurting of one person by another, where the relationship involves an imbalance of power. Bullying can be carried out physically, verbally, emotionally or through cyberspace'

The Anti-Bullying Association

Physical – pushing, hitting, kicking, pinching, spitting, any use of violence, taking belongings.

Verbal – name-calling, spreading rumours, teasing, sarcasm.

Emotional – excluding, tormenting, racial remarks, gestures.

Children's understanding of bullying behaviour varies with age. Young children may confuse it with fighting or nasty experiences generally making it difficult to identify actual bullying.

Bullying is not the occasional falling out with friends, the occasional name-calling or argument.

All staff should be aware that children can abuse other children (often referred to as peer on peer abuse). This may be experienced at home with siblings and/or other young people in their lives or in school by other children who attend Carlisle & Hampton Hill.

This could include, but may not be limited to:

- abuse in intimate personal relationships between peers;
- bullying (including cyberbullying);
- physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm (this may include an online element which facilitates, threatens and/or encourages physical abuse);
- sexual violence, such as rape, assault by penetration and sexual assault; (this may include an online element which facilitates, threatens and/or encourages sexual violence);
- sexual harassment, such as sexual comments, remarks, jokes and online sexual harassment, which may be stand-alone or part of a broader pattern of abuse;
- sharing self-generated indecent images (also known as sexting);

- initiation/hazing type violence and rituals (this could include activities involving harassment, abuse or humiliation used as a way of initiating a person into a group and may also include an online element); and
- upskirting, which typically involves taking a picture under a person's clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm.

(KCSIE 2021)

At Carlisle Infant School and Hampton Hill Junior School we are committed to the prevention, early identification and appropriate management of peer on peer abuse. We continue to ensure that any form of abuse or harmful behaviour is dealt with immediately and consistently to reduce the extent of harm to the young person, with full consideration to impact on that individual child's emotional and mental health and well-being.

ROLE OF STAFF

The first point of contact is usually the class teacher, however, whichever member of staff has been approached will:

- Always listen.
- Keep an open mind.
- Recognise the parents/carers may be angry/upset.
- Make it clear that appropriate action will be taken immediately (including informing the Year Group Leader, the Head /Deputy Headteacher or a member of the leadership team- who may then take a lead role in the response).

Supporting pupils

- All children are reminded and encouraged to tell a member of staff if they have any concerns in regard to bullying.
- They are encouraged to share feelings during class circle times and at any other opportunity as required.
- They are given support to develop friendships and resolve difficulties.

Reporting and dealing with incidents of bullying

If there is a concern around possible 'bullying behaviour', children and/or parents are encouraged to contact their child's class teacher to share their understanding of what has occurred. Any concerns will be followed up and if a child has bullied another pupil they will be made aware of the seriousness of their actions and possible consequences. Parents/carers will be informed and work will take place with the child.

STRATEGIES TO PREVENT BULLYING BEHAVIOUR

- Raising children's awareness through the curriculum (e.g PSHE), events such as Anti Bullying Week, drama/ role play, story writing, social stories, assemblies etc.
- Listening carefully to children and providing opportunities (e.g. Circle Time) for them to express their views.
- Working closely with parents/carers, victims and perpetrators.
- Ensuring children know what to do and who to talk to when they need help.

- Raising staff awareness about signs of bullying behaviour to look out for.
- Closely monitor situations to ensure bullying behaviour has ceased.
- Recording incidents and actions in formats such as termly LA racist incident returns.

MONITORING AND EVALUATION OF THE POLICY

The Headteachers and Senior Leadership Teams monitor the effectiveness of this policy. The schools keep records of incidents of bullying behaviour. Staff talk with children during Circle Time and other shared opportunities and Playground observations are carried out on a daily basis by staff to inform this process.