

# Anti-Bullying Policy

**Approved by:** Governing Body

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## 1 Aims

- To prevent ALL bullying at Carrington School
- To ensure everyone in The Carrington community has a clear understanding of what bullying is and how to respond actively to stop it.
- To ensure that Year 7 participate in introductory activities highlighting bullying in their first half-term at Carrington.
- To support victims of bullying and offer continued support
- To facilitate a safe and 'TELLING' environment where those that witness or are involved in bullying can discuss the incident.
- To encourage those who bully to change their behaviour.
- To create a caring, friendly and safe environment for all members of Carrington School.

## 2 How we will achieve this

- All Year 7 students will complete a 6-week scheme of work on bullying when starting the school through Drama lessons.
- Ensure all new students to the school complete an induction quiz and contract to acknowledge they understand and commit to our anti-bullying policy.
- Prefects will support assemblies/visit tutor groups reminding students of the anti-bullying policy.
- Students will have several forums to report bullying, including anonymously.
- Parents will have clear information about who to approach if they are concerned that their child is being bullied.
- Staff will understand how to respond to a bullying incident, who to refer it to, and how to record it.
- Victims of bullying will receive follow up support over whether a bullying issue is resolved from their Head of Year/Anti-bullying coordinator.
- Parents of a victim of bullying will receive follow up contact from their child's Head of Year/ Anti-bullying coordinator reflecting on whether the issue is resolved.

## 3 How to report bullying

### 3.1 As a Student

- Speak to/email your mentor, teacher or Head of Year
- Speak to Well-being prefects
- Anonymously post a note into your Year hub.

### 3.2 As a parent:

- Email/phone your child's Head of Year

### 3.3 As a teacher

- Email Heads of Year of all students involved in incident
- Copy into any incidents of bullying the anti-bullying coordinator.



## 4 Anti-Bullying System

### Stage 1: If bullying occurs

In the first instance the school adopts a non-punitive response in the interests of ensuring all students, including bystanders, are enabled to reflect upon their actions. All parties interviewed will be interviewed and statements taken. Parents of all concerned will be informed by a member of the pastoral team, usually the Head of Year, that a stage one strategy (Verbal warning) will be implemented. The stage 1 warning will be logged for the student(s) on Go4schools and CPOMS.

At stage 1 a meeting/meetings between the teacher, usually the Head of Year and/or tutor takes place with the bully(ies) and the victim(s) and their peers who can influence the situation. This approach encourages the reporting of incidents by reducing the victims' anxiety about repercussions; it also educates the perpetrators and bystanders by increasing their sensitivity and sense of responsibility for their actions. Those involved are encouraged to understand one another's feelings and to identify ways they can change their own behaviour and stop the bullying.

Students/parents are advised of the consequences of further incidents of bullying- i.e. that the student will be moved to Stage 2 intervention where sanctions will be applied.

Strategies to support students can emerge from meetings including referral to well-being prefects, identification of a safe space during social times, or DICE referral.

### Stage 2: If bullies do not respond to stage 1 intervention

In instances where those involved failed to keep to the agreements made at the stage 1 meetings and bullying continues (either to the same, or a new victim) the bullies are considered to be acting defiantly in full knowledge of their actions upon others. The school will move the student to stage 2. A 'L3' sanction will be applied at this point, and parents will be notified. During the detention students will be required to complete a reflection sheet about their behaviour. The incident will be logged via Go4schools and CPOMS. Additional support for the victim(s) of bullying will be agreed in consultation with parents/carers.

All parties involved will be interviewed and statements taken. Parents of all concerned will be informed by a member of the pastoral team that a Stage 2 strategy will be implemented.

At Stage 2 the pastoral lead, usually the Head of Year and/or Assistant Headteacher (Pastoral), will hold a formal meeting with parents of all involved to outline the ongoing concerns and request parental support to ensure no further incidents of bullying occur. At this stage, the school will make clear that following a process of education about the impact of bullying behaviour at Stage 1 and further parental support at Stage 2, any further incidents of bullying will result in an exclusion. Parents will be advised that in cases of serious or persistent bullying, permanent exclusion may result.

Parental support- Following a parental meeting, follow-up contact will be made with parents by the Head of Year/Anti-bullying coordinator to check that the issue has been resolved.

### Stage 3: If bullies do not respond to targeted interventions

At Stage 3 parents/carers will be advised that a sanction will be applied. In cases of serious or persistent bullying, permanent exclusion may result, following advice and intervention being put in place. At this stage the Headteacher and nominated Governor with the responsibility for anti-bullying (behaviour) will be informed. The incident will be logged by a member of SLT as a stage 3 bullying sanction (L5) on Go4Schools and CPOMS.

Victim support: At every step of the process the victim will have ongoing checks in whether the situation is resolved, this will be logged on CPOMS. Following parental meetings, the victim's parents/carers will have a 'check back' at a later date to identify whether the issue has been resolved and the handling of the process.

Check backs will be completed by HOYs and anti-bullying coordinator.

Parents and victims will be signposted to external advice and organisations that can support their child further.

