

# 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.
- 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.
- Ensure all new students to the school sign a contract to acknowledge they understand and commit to our anti-bullying policy.
- Well-being ambassadors will lead assemblies and visit tutor groups detailing how to identify bullying and outlining Carrington anti-bullying policy.
- Students will have an anti-bullying representative in each year group.
- 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.

## 3 How to report bullying

### 3.1 As a Student

- Speak to/email your Head of Year
- Speak to your bullying representative
- Anonymously post a note into student services

### 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 ambassadors, identification of a safe space during social times, or referral to Lower Dice.

### 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. An '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, 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.

### 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 on Go4Schools and CPOMS.

