

ANTI-BULLYING

What is bullying?

“Bullying is the wilful, conscious desire to hurt or threaten someone else”

There are different types of bullying:

Psychological	(being excluded from groups and rumours)
Cyber	(abusive text messages, internet messages)
Verbal	(threats, name calling and racism)
Physical	(punching and kicking)

Any behaviour that is a deliberate regular attempt to harm, threaten or upset another is bullying.

Aims

- To prevent to the best of our ability all aspects of bullying at Carrington School
- To enhance the Behaviour Policy which confirms the school expectations;
- To involve all members of the school community in countering bullying;
- To enable students, staff, parents and governors to understand what constitutes bullying and their specific responsibilities;
- To ensure that there are strategies to minimise the risk of peer on peer abuse and procedures;
 - To enable parents to feel confident that bullying will be firmly dealt with by the school
 - To inform all members of the school community that bullying behaviour will not be tolerated
 - 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.



Our Values are to be kind to each other and so it is our role as educators and students to model and promote strategies for resolving differences, building resilience and demonstrating respect and tolerance for others.

What is being done?

- The issue of bullying is included in the curriculum and classwork e.g. Drama, English.
- Bullying is addressed through the Personal Development programme and is aligned with the standards of the PSHE Association.
- The Tutor Time and Assembly programmes reinforce British Values and the ethos of the school.
- Anti-bullying week is dedicated to raising awareness of bullying and reminding staff and students of their responsibilities to report it.
- Duty staff have been trained to be vigilant and to watch and listen for any bullying type behaviours, no matter how small.
- Duty points have been carefully considered to ensure there are no 'dead spaces' where bullying can take place undisturbed.
- Seating plans in lessons are carefully considered using any relevant information about the relationships between specific pupils.
- The School Council regularly considers new ways to prevent bullying
- External speakers raise awareness of issues such as racism and homophobia.
- Posters around the school emphasise the importance of diversity in the school community.
- The Carrington Way, outlines the core responsibilities of students at Carrington School including the responsibility to respect others.
- Working with the wider community such as the police/children's services where bullying is particularly serious or persistent to send a strong message that bullying is unacceptable within our school.

Who to go to for help:

Students can report bullying of themselves or someone else in the following ways:

- Speaking to their Tutor
- Speaking to their Student Hub Team – Head of Year, Senior Tutor and / or Student Hub Coordinator



- Speaking to the Designated (or Deputy) Safeguarding Lead or other trained DSL's as named across the school (see Appendix A)
- Importantly, students are reminded that they can speak to **any** member of staff in school they trust
- Speaking to your parent and asking them to pass on the information to the school.
- Writing via the anonymous app 'Toot Toot' or confide which can be found on the school computers.

What will happen if bullying is reported?

- The victims will be talked to along with other witnesses
- The accused "Bully" will be talked to, to get their version of events
- Everything said will be kept confidential, where possible
- Other staff, students and parents/carers will be involved, where needed
- Parents/carers will be kept fully aware
- A record will be placed in all the involved students' files and recorded on our bullying tracker
- All students will be made aware that such behaviour will not be tolerated
- Those found guilty of bullying will receive sanctions according to the school's Behaviour Policy
- The perpetrator as well as the student who has been bullied will be offered support if they feel they need it. This may depend on the nature and severity of the incident and may include counselling through a particular service or in more extreme cases, referral to external agencies such as CAMHS.
- The school will log students onto a bullying log and track future incidents. There are 3 stages after a pre-warning stage, after which the situation is deemed serious.
- Students who have displayed bullying behaviour will be issued sanctions in line with the school behaviour policy. These sanctions range from detentions to fixed and even permanent exclusion to be considered following a stage 3 referral / incident.
- Parents/carers of those bullied and bullying will be notified of the outcomes of the investigation.
- A 'Repair and Restore' meeting will be set up to take place as soon as possible. This is the process where both parties will get an opportunity to achieve closure through mediation by trained staff and/or students.



Links

The websites listed below offer direct links to other sources of information for parents/carers and young people:

- **Stonewall:** www.stonewall.org.uk
Useful information and links on LGBTQ issues.
- **Advisory Centre for Education:** www.ace-ed.org.uk
Registered charity independent of central or local government giving free advice and support to parents of children in state schools.
- **Anti-Bullying Network:** www.antibullying.net
Established by the Scottish Executive. Useful links and reviews for teachers, parents and students on bullying and related issues.
- **BBC Schools:** www.bbc.co.uk/schools
Includes information about bullying.
- **Bully OnLine:** www.bullyonline.org
Information on bullying for teachers, children and schools which details the legal procedures available. This site also lists support groups for teachers.
- **Bullying Online:** www.bullying.co.uk
Useful information and links on bullying and related issues for parents, children and teachers.
- **ChildLine:** www.childline.org.uk
Primarily a helpline for children but has useful information and links on bullying. Chips (Childline in Partnership with Schools) encourages schools to support students in setting up anti-bullying projects.
- **The Children's Society:** www.childrenssociety.org.uk
'Bullying! Information for parents on how to help your child' – leaflet giving information and practical guidance.
- **Kidscape:** www.kidscape.org.uk
Advice for children, parents and teachers as well as training and sample policies.
- **Schools Out!:** www.schools-out.org.uk
Campaigns for better support networks for gay and lesbian students and clearer guidance for teachers on issues of sexuality.
- **Topmarks:** www.topmarks.co.uk
Aims to provide easy access to the best educational websites including information on bullying for teachers, parents and young people



Appendix 1

Designated Safeguarding Leads (DSLs)

