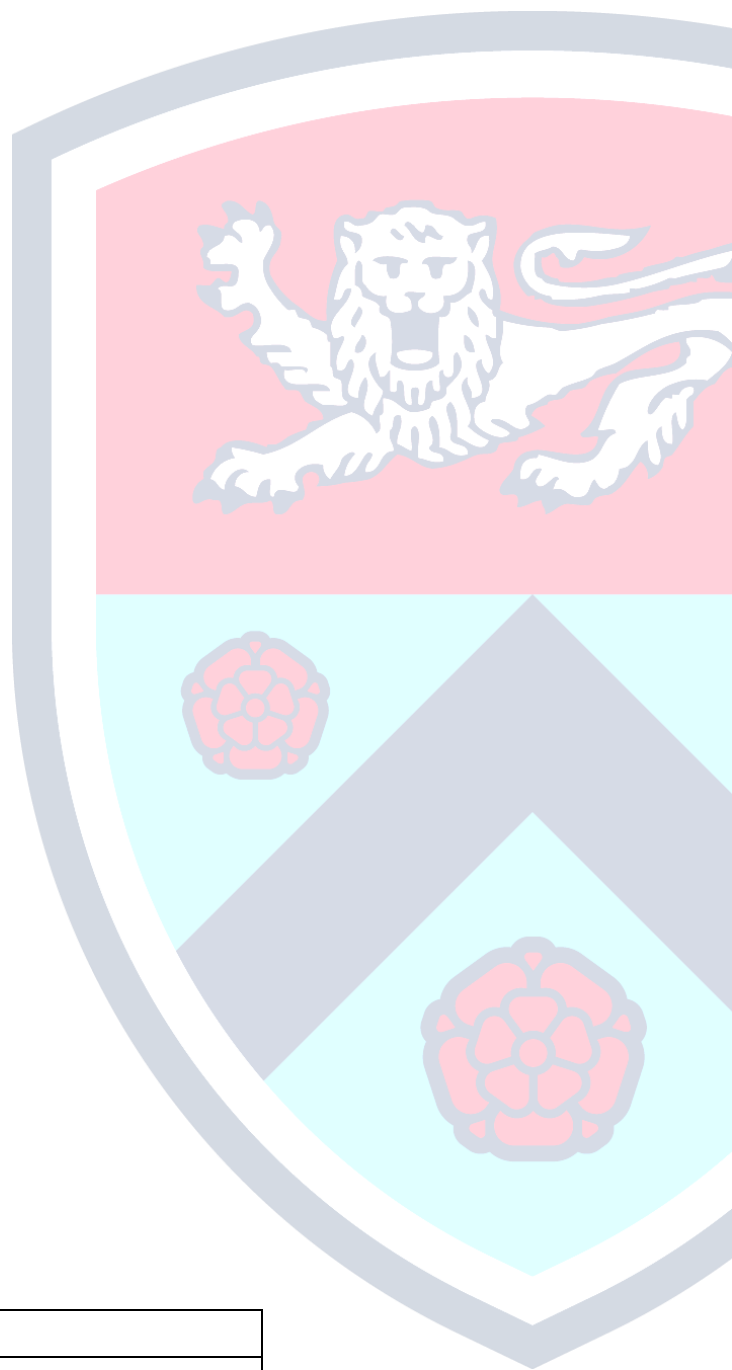




Carnforth
High School

Anti-Bullying Policy



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Governors' Committee	
Next review Date	September 2027

Confidence Purpose Respect

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- **Compliance**

This anti-bullying policy has been prepared with due regard to the following statutory provisions and guidance:

- Education (Independent School Standards) (England) Regulations 2014]
- Education and Inspections Act 2006
- Equality Act 2010
- The Department for Education's advice, "Behaviour and Discipline in Schools" February 2024.
- The Department for Education's advice "Preventing and Tackling Bullying" July 2017
- The Department for Education's guidance "Cyberbullying: advice for headteachers and school staff" 2014

2. About this policy

2.1 The school's behaviour policy outlines how discipline and order will be maintained at the school. This policy is supplemental to the behaviour policy and should be read in conjunction with it.

2.2 The school is committed to ensuring all pupils have a safe environment in which they can learn and is also free from bullying.

2.3 The school defines bullying as follows: -

Any form of physical and/or verbal abuse which can take the form of derogatory name calling, verbal intimidation, social isolation, extortion, physical violence, and any discriminatory harassment.

2.4 Specific bullying examples include the following: physical violence such as hitting, pushing or spitting at another pupil; interfering with another pupil's property, by stealing, hiding or damaging it; using offensive names when addressing another pupil; teasing or spreading rumours about another pupil or their family; belittling another pupil's abilities and achievements; writing offensive notes or graffiti about another pupil; excluding another pupil from a group activity; ridiculing another pupil's appearance, way of speaking or personal mannerisms; or misusing technology (internet or mobiles) to hurt or humiliate another person

2.5 The school recognises that bullying can take place in person or online.

2.6 The school wants to make it clear to all pupils and parents that bullying, in any form, is completely unacceptable and will not be tolerated.

2.7 Those pupils found to be involved in bullying another pupil will be dealt with under the sanctions outlined in the behaviour policy.

3. How to identify bullying

3.1 School employees, pupils and parents should be alert to changes in a pupil's behaviour. Some pupils may show signs of the following if they are being bullied: -

3.1.1 Becoming shy;

3.1.2 Nervousness;

3.1.3 Feigning illness;

3.1.4 Staying close to adults;

3.1.5 Seeking to be absent from the school;

3.1.6 Physical injuries such as bruising;

3.1.7 Withdrawing from social interactions/activities previously enjoyed

4. How pupils can report bullying

4.1 If a pupil feels that they are being bullied, they should speak with an employee of the school. All employees of the school will be trained in how to deal with allegations of bullying.

4.2 Pupils should report an incident (or series) of bullying via:

- Their Form Tutor or Class Teacher;
- Their Head of Year; or,
- The Pastoral Manager, Senior Lead Teacher in Charge of Safeguarding or Senior Lead teacher in Charge of Behaviour
- Reach Out on the homepage of the school website
- Bullying box in reception

4.3 Once an allegation has been made the details will be noted down and reported to the pupil's Head of Year.

4.4 The allegations will be fully investigated by the Head of Year (or another member of the pastoral care team) with **evidence electronically recorded (CPOMS)**.

4.5 If the outcome of the investigation is to substantiate the allegation of bullying the school will act swiftly to resolve the problem.

4.6 The pupil(s) who has been found to be bullying another pupil will be asked to accept the injustice of their actions. If it is accepted, the bully will be given a verbal explanation by the investigator as to why the actions of the bully are unacceptable and that the situation will be monitored.

4.7. If bullying becomes persistent the school will involve the parents of the bully and victim. The school may put in place one of the following sanctions until the situation has been resolved: -

4.7.1 isolating the bully from the victim during break/lunchtime;

4.7.2 moving the bully/victim from the same lessons;

4.7.3 applying the school sanctioning system outlined in the behaviour policy; and

4.7.4 in more serious cases the following may be necessary:

- involving appropriate external agencies;
 - parental meetings may take place; or
 - suspension or permanent exclusion from the school.
- 4.8 The school will have access to support counsellors who are available to assist the bullied pupil and the bully so that any issues arising from the incidence of bullying can be identified and dealt with.

5. Criminality

5.1 The school recognises that while bullying itself is not a criminal act some types of threatening or harassing behaviour/communications could be a criminal offence.

5.2 If a member of staff feels that an offence has been committed, they should seek assistance from the police.

6. How Carnforth High School seeks to eliminate bullying

- We challenge the root of all bullying problems, unkindness, by addressing any unfriendly or harsh comments, including those that are made indirectly, or as 'banter.' Our school vision is that everyone in our school community feels respected and safe.
- We are transparent and clear to all stakeholders how they can report bullying and how it will be dealt with.
- The LifeSkills programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying. It also includes opportunities for pupils to learn to value themselves, value others and appreciate and respect difference.
- Assemblies, Form time activities explore the importance of inclusivity, dignity, and respect as well as other themes that play a part in challenging bullying.
- Through a variety of planned activities and time across the curriculum and during Enrichment days, pupils are given the opportunity to gain self-confidence and develop strategies to speak up for themselves and express their own thoughts and opinions.
- Stereotypes are challenged by staff and pupils across the school. Pupils are involved in developing school-wide anti-bullying initiatives through consultation.
- We work with parents and carers, and in partnership with community organisations and external providers to tackle bullying where appropriate.

7. How bullying is monitored at Carnforth High School

- Staff record any incidents on our reporting system CPOMS.
- Staff will proactively respond to necessary support through the pastoral team; form tutor, subject teacher, or external agency support. Restorative justice is a system that can be used to resolve bullying issues.
- The Senior Assistant Headteacher for Behaviour will monitor the reported incidents. This information, and appropriate actions, will be monitored through weekly meetings with the DSL team and Year Leaders.
- The Lead DSL will produce half-termly reports summarising the information which will be reported to SLT, the Local Governing Body and the Bay Learning Trust.

8. Training

- The Headteacher is responsible for ensuring that all school staff receive regular training on all aspects of the anti-bullying policy.

9. Monitoring the Policy

- The Headteacher is responsible for monitoring the policy on a regular basis.
- The Headteacher is responsible for monitoring and analysing the recorded behaviour on bullying. Any trends are noted and reported to the Local Governing Body and the Bay Learning Trust.

10. Evaluating and reviewing

- The Headteacher is responsible for reporting to the governing body on how the policy is being enforced and upheld, via the termly report.
- The governors are responsible for evaluating the policy's effectiveness via the termly report.
- If further improvements are required, the school policies and anti-bullying strategies should be reviewed.
- The policy is reviewed every 12 months, in consultation.