



Carshalton Boys Sports College

Policy	Anti-Bullying Policy
Policy Number:	S11
Review Date:	February 2020
Approved by the Governing Body Committee:	February 2020
Next Review Date:	June 2021

A. PHILOSOPHY UNDERLYING THE PRACTICE WITHIN THE SCHOOL

This policy should be read in conjunction with the school policies:

- Behaviour
- Equality
- Child Protection
- E-Safety

Bullying is not acceptable at Carshalton Boys Sports College under any circumstances. The school believes that all students, whatever their race, culture, gender, faith, sexual orientation, physical or intellectual abilities have the right to:

- A safe and secure environment at school and on the way to and from school.
- Concentrate on their educational progress without fear of others.

We promote an environment which teaches students respect for others and where all members of the school are encouraged to contribute to a caring and effective atmosphere.

Bullying is defined by the school as deliberately hurtful behaviour (which may be repeated over a period of time). Anybody can be a victim of bullying.

Racial, homophobic and other forms of harassment are seen as very serious incidences of bullying and will be treated as such. Such behaviour related to protected characteristics also contravenes the equality Act 2010.

The school recognises that bullying can take many different forms, but three main types are:

- Physical – hitting, kicking, taking belongings
- Verbal – name calling, insulting, racist or sexual remarks
- Psychological – spreading nasty rumours, inciting others to be cruel or encouraging others to isolate overtly and ignore. This also includes CYBER-BULLYING which is when one or more people try to tease, harass, threaten or embarrass another person using technology such as mobile phones or the internet. E.g sending malicious messages through mobile phones or putting malicious information about another on a social networking site on the internet. (See E-Learning Policy).

The Anti-Bullying Policy applies to all students on site (regardless of term dates or school hours) and to students when they are travelling to or from the school. It also applies when a student is taking part in any school-organised or school-related activity, wearing the school uniform, or in some other way identifiable as a pupil of the school. Any allegations of bullying will be investigated by the school and action taken as necessary in line with this policy.

Parents/carers are advised that the Police Safer Neighbourhood Team is the relevant point of contact for any threatening situations during weekends, evenings, holidays etc, although it is also helpful if parents/carers inform the school of the concerns.

Prevent bullying and addressing bullying:

- Students understand that the school takes a firm stance on all forms of bullying
- Students are expecting to be courteous to each other, staff and visitors, and this is reinforced through positive example.
- Students are encouraged to tell staff of any incidents of bullying whether directly involved or witnessed.
- Parents/carers are encouraged to approach the school with any concerns regarding bullying (or indeed any other concern). Information on dealing with incidents of bullying is also included on the school website, including advice on how to deal with cyber bullying.
- The school’s Pastoral Support Officers and available to investigate any incidents along with the Learning co-ordinator.
- Staff are aware of referral procedures to follow once an incident has been witnessed by or reported by them. This includes being aware of the vulnerability of certain students and the need to take proactive action.
- Tutors and other staff are encouraged to deal with issues and or arguments as soon as they arise, concentrating on how to solve their differences in order that these do not escalate.
- The playground, dinning facilities and toilet areas are supervised by staff during social times, CCTV is in operation at all times.
- Personal, Social Health & Citizenship Education including:

PSHCE Topics covered to support Anti-Bullying			
7	Making Friends & Communicating with Teachers	Bullying	Online Safety
8	Communication Skills; Good Manners	Banter Versus Bullying	Social Media
	Racism and Tolerance	Stereotypes	Rights and Responsibilities
9	Etiquette, manners and how to conduct yourself.	Love, Sex and Respectful Relationships	Sexual Equality and Feminism
10	Homophobia	Censorship and Freedom of Speech	Multiculturalism

- Assemblies are used to promote anti-bullying messages and to promote the qualities of friendship, trust and kindness to others.
- Suggestions from the school council on areas of improvement or additional measures to promote good relationships amongst peers are listened to and implemented.
- There are extra-curricular activities before school at lunch-time and after school which students can be involved in, such as the LRC or SEN club.
- The school has worked to improve the usage of space in the playground and the Sports area to provide distinct seating areas and areas for physical activity.
- The school recognises that students will be at different stages of emotional development. For those struggling to cope with the demands of building the many different relationships needed to be socially adept, the school provides social skills programme whereby these students are able to be withdrawn from normal lessons to work on social skills. For those students needing more intense support, the school provides Emotional Literacy Support delivered by trained staff (ELSA)
- The school provides counselling and Anger management programme through the Internal Support Room (ISR).

Dealing with Incidents

All reported incidents are treated very seriously and fully investigated by appropriate year team (Learning Co-ordinator and Pastoral Support Officer). Any incident of bullying is placed on file (Sims) and action taken would include one or more of the following, depending on the severity of the incident:

- Sincere apology
- Detention
- A warning as to the consequences of a repeated offence
- Parents/carers informed of the behaviour and of the schools concerns
- Interview with Deputy Principal
- Internal Exclusion
- External Exclusion

In addition the victim will be provided with support and reassurance and he/she is told to inform the year team immediately should there be any further incident. It is also usual practice for parents/carers to be informed of the incident. In some cases the victim will be offered a place on a social skills programme to help to increase assertiveness skills and confidence. The school is also aware that some students involved in such matters need more specialist help, and will use referral systems open to them as needed to refer students for additional support and/or provide information to support such referrals made through the health system.

Follow up of incidents

Both parties are seen to check on the state of the relationship, and to reinforce support and reassurance for the victim.

Out of school incidents:

The school encourages parents/carers to let them know of any out of school incidents so that the situation in school can be monitored. However, incidents out of the school time where the school would not have jurisdiction cannot be dealt with by the school. The school does pass on concerns to parents/carers of other children involved and will liaise with the Police where the matter has been referred by parents/carers to them. However, there are occasions as specified in the behaviour policy when the school does hold jurisdiction despite the incident being out of school times. In these instances any incident will be dealt with in line with this policy and the behaviour policy.