



# Carshalton Boys Sports College

## We Believe (anti bullying) Policy

**Policy Number: S19**

**Committee: Student**

**Review Date: September 2023**

*'Safeguarding the rights of others is the most noble and beautiful end of a human being.'* Khalil Gibran

**WE BELIEVE**  
**KNOWLEDGE IS POWER**  
**BLACK LIVES MATTER**  
**LOVE IS LOVE**  
**FEMINISM IS FOR EVERYONE**  
**NO HUMAN BEING IS ILLEGAL**  
**BE GENTLE WITH THE EARTH**  
**BE THE BEST VERSION OF YOURSELF**  
**BE REALLY KIND**



## Vision Statement

Carshalton Boys is a school community based upon positive relationships and a culture of kindness and mutual respect. Staff recognise their role in promoting our WE BELIEVE principles and are united in an optimism and a belief in our young people. Looking after our students, on the journey from childhood to young adulthood, is a privilege and a responsibility that we take seriously.

What unites (our whole school community) the Carshalton Boys family? is a drive to look after our most vulnerable members. (We do this proactively by ensuring staff are accessible to students and parents and that students have the opportunity to anonymously report unkindness, abuse or any welfare concerns.)

WE BELIEVE knowledge is power, black lives matter, love is love, feminism is for everyone and that no human being is illegal. WE BELIEVE in being gentle with The Earth and that we all have a part to play in protecting our planet. At Carshalton Boys we are proud to have an ethos rooted in our WE BELIEVE principles which promote inclusivity, kindness and aspiration. We encourage all our students to be the best version of themselves. We want students to feel proud of their achievements at school and their contribution to our whole school community. We believe in being really kind to each other so that every member of our school community feels safe and confident and is able to work and learn in a calm and inclusive environment.

All staff and volunteers in school are well placed to notice when there is concern for child. They should be alert to the signs of abuse and must refer any concerns to the designated teacher responsible for child protection immediately.

Any parent or carer who has concerns about the welfare of a child at Carshalton Boys Sports College (CBSC) can speak with the Designated Safeguarding lead (DSL) for Child Protection, Deputy Principal Paul Avery.

If a child is in immediate danger, call the Police on 999.

Parent safeguarding concern referral:

Student safeguarding concern referral:

## **WE BELIEVE (anti bullying) Policy**

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- Regular promotion of our WE BELIEVE principles in assemblies and during tutor time.
- Timetabled PSHE lessons and through the Wellbeing Wednesday tutor time through which students learn about building self-confidence, resilience and assertiveness, healthy relationships and peer group pressure.
- Offering 'drop-in' sessions in school with members of our pastoral team for students to talk through problems/concerns.
- Anonymous 'Report It Sort It' form; students are reminded about this on a regular basis
- Arranging social skills groups and counselling where appropriate (both with our pastoral support team and referrals to other external agencies).
- Nurturing strong staff-student relationships so students feel comfortable in reporting any issues.
- Vigilance by all staff within lessons, in corridors and during lunchtime duty.

We define bullying as repeated behaviour which is intended to hurt someone either emotionally or physically. We define unkindness as not treating someone very well, or not considering someone's feelings. We deal seriously with all forms of unkindness and bullying, both of which can occur anywhere in school. It can also occur travelling to and from school, it can be physical, verbal, social or cyber. We define the following behaviour by groups or individuals as unkindness, and if the behaviour is repetitive, as bullying:

- Spreading rumours, hearsay or hurtful comments which interfere in the relationships of friendship groups.
- Name-calling or the use of nicknames used to embarrass or ridicule a person.
- Deliberately demeaning the efforts of an individual, group or class.
- Isolating an individual.
- Racist, sexist, misogynistic, disablist, homophobic, biphobic or transphobic comments.
- Demanding money or personal property from a person or deliberately damaging their property.
- Blackmail, coercion, threats, threatening behaviour or actual physical violence.
- Posting, sending and/or circulating derogatory images and / or comments via the Internet.

We recognise that unkindness and bullying can take many forms including:

Type of bullying	Definition
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Racial	Racial taunts, graffiti, gestures
Homophobic & biphobic	Because of, or focusing on the issue of sexuality
Transphobic	Occurs when motivated by a prejudice against people who identify as transgender. This type of unkindness also includes prejudice against those who identify as gender neutral or nonbinary.
Misogynistic	Occurs when there is contempt for, or prejudice against <u>women</u> or <u>girls</u> .
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Disability	Occurs when unkindness is motivated by a prejudice against people with any form of disability.
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing

Mobile Phone	Threats by text messaging and or phone calls, misuse of associated technology, i.e camera and/ or video facilities
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

### **SCHOOL PROCEDURES:**

There are many different ways to describe students who have been subjected to bullying and many ways to describe those who are alleged to have carried out any form of abuse. For the purposes of this policy, we use the term 'victim'. It is a widely recognised and understood term and the term 'perpetrator'. These are widely used and recognised terms.

We support both the victim(s) and try to change the behaviour of the perpetrator(s).

- Any member of staff who notices or becomes aware of any form of bullying will report it immediately to the Learning Coordinator and Pastoral Support Officer.
- Victims, and where appropriate others who witnessed the bullying, should be found a safe place so that they can talk through what has taken place and provide their written statement.
- The perpetrator(s) will be internally excluded and a statement will be taken.
- Sanctions for unkindness and bullying depend on the severity, gravity and frequency of the incidents, but the following procedures serve as guidance:

In the first incident, the perpetrator(s) will be reprimanded by the Learning Co ordinator or a senior member of staff and sanctions applied. The incident will be recorded, parents will be informed and they will be warned of more serious consequences should the behaviour be repeated. 'Restorative justice' involving the victim and the perpetrator or the perpetrator and their peer group may be used. Further incidents may result in a fixed term exclusion. As a last resort, in very serious cases, permanent exclusion will be considered. A record of all bullying incidents is maintained centrally as part of the monitoring of all incidents kept on each student within a year group.

This Policy is to work in support of and with the Carshalton Boys Sports College 'Whole School Behaviour' Policy

### **MONITORING**

Learning Coordinators should:

- Deliver whole school assemblies on our WE BELIEVE principles and key bullying issues to raise awareness
- Review the incident records regularly to identify trends within their own year group
- Keep Leadership Group line manager informed of bullying issues within the year group and strategies to resolve

- Complete the relevant referral forms and pass them to the Safeguarding lead to ensure that affected students receive the correct form of support

**Leadership Group should:**

- Deliver whole school assemblies on our WE BELIEVE principles and key bullying issues to raise awareness
- Keep an overview of bullying incidents within the year group they line manage
- Alert other members to developing concerns

**Governors should:**

- Be aware of the school's WE BELIEVE policy
- Contribute to the review process

**Students should:**

- Be aware of the school's WE BELIEVE policy
- Contribute to the development of the policy
- Use the 'Report It Sort It' form to report concerns

**TRAINING**

NQT training includes Anti Bullying training and an explanation of our WE BELIEVE principles

- Non teaching staff are given the opportunity to attend training on techniques for Behaviour Management including recognising and dealing with unkindness and bullying
- Non teaching staff are made aware of appropriate strategies for recognising and dealing with bullying
- Learning Coordinators raise awareness and review kindness strategies in year team meetings

This policy is to be reviewed by:

- POWER
- Teaching and Non-teaching staff in school
- Governors Students Committee

**ALL STAFF PROCEDURES**

As staff we need to apply our WE BELIEVE principles to promote equal opportunities for all. We should aim to create a positive learning atmosphere in which every student is able to thrive. Strategies to support this aim include:

- Managing the arrival and departure of students to and from their lessons.
- Avoiding leaving any group of students unattended in the classroom.
- Where possible supporting corridor transitions between lessons.
- Informing Learning Coordinators of any suspicions of or actual incidents of unkindness and bullying using SIMS and email.

- Trying to ensure a 'safe' situation for the student or students being bullied, other than removing them from the group. If appropriate through the use of lesson support.
- After the incident has been dealt with, using seating plans to separate and support students.

### **LEARNING CO ORDINATOR PROCEDURES**

- Dealing with the incident as soon as possible.
- If appropriate, seeking medical or emotional assistance for the victim.
- Interviewing the victim and the perpetrator, taking statements as a appropriate and recording the incident on SIMS.
- Informing all relevant staff of the incident / action / resolution.
- Making a decision about the incident in consultation with tutors and line managers and consider the following actions:
  - Counselling of both parties
  - Sanctions
  - Restorative meetings with both parties and / or peer groups (only if consent from both parties is obtained)
  - Monitor the situation
  - Use of a Peer Mentor
  - Encourage the victim to report any further incidents
  - Check-in with the victim of the situation as long as necessary
  - Hold follow-up meetings with victim and perpetrator's parents, if appropriate
  - Counsel victims and perpetrator
  - Refer the victim and perpetrator for further support from external agencies
  - If patterns of bullying are identified representatives of marginalised groups are consulted and action plan(s) drawn up.