




Anti Bullying Policy

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Introduction

Purpose of the Policy:

In partnership with parents, guardians, and the wider community, Carisbrooke College is committed to providing a safe, inclusive and welcoming environment for all students. Bullying is unacceptable in any form. This policy outlines how Carisbrooke College will prevent, identify, and respond to bullying incidents.

Definition of Bullying:

While there is no legal definition, bullying can be described as repeated, unwanted and intentional behaviour - either by an individual or group that is:

- offensive, intimidating, malicious or insulting.
- An abuse or misuse of power that undermines, humiliates or causes physical or emotional harm to someone.

Types of bullying

- Physical: hitting, kicking, pushing
- Verbal: name-calling, teasing, threats
- Social/relational: exclusion, spreading rumours, manipulation
- Cyberbullying: online harassment, social media abuse
- Prejudice- based: Homophobic, racist, sexist or disability-based bullying
- Appearance or gender related bullying

Aims and Objectives

- To create a safe, inclusive environment free from bullying
- To ensure students and staff understand the definition and harm caused by bullying
- To promote a culture of kindness, respect, and empathy in the school community.
- To ensure students feel confident in reporting and ensure timely, appropriate responses happen
- To support both victims and perpetrators in resolving and preventing future incidents

Roles and Responsibilities

Headteacher and School Leadership Team: Have a responsibility to

- Ensure effective implementation of this policy
- Allocate appropriate resources and support staff in dealing with incidents

Staff: All staff members have a responsibility to

- Vigilantly identify and respond to bullying
- Intervene immediately when bullying is witnessed or suspected
- Follow procedures consistently

Students: Students should be encouraged to

- Report bullying, whether they experience or witness it
- Treat others with kindness and respect

Parents and Guardians: Parents should support the school in addressing bullying and communicate concerns when necessary. They should also encourage their children to report bullying. Parents and guardians are encouraged to follow prevention strategies to support their child's emotional development and behaviour (see Appendix A for detailed guidance).

Prevention of Bullying

- Curriculum and Education: Carisbrooke College will include anti-bullying education as part of the curriculum. This can include lessons on:
 - Respect and empathy
 - The effects of bullying
 - Internet safety and responsible online behaviour
 - Diversity, equality, and inclusion
- Anti-Bullying Initiatives: The school may implement various programs or activities to raise awareness of bullying, such as:
 - Anti-bullying week
 - Peer mentoring or support systems
 - Workshops, assemblies, and group discussions
- Promoting a Positive School Culture:
 - Ensure that all students feel valued and included.
 - Celebrate diversity and differences through activities and resources.
 - Create a culture where kindness, respect, and empathy are valued.

Responding to Bullying

- Reporting Bullying: The school will ensure there are clear and accessible ways for students to report bullying, including:
 - Designated staff members (e.g., pastoral care, safeguarding leads)
 - Anonymous reporting mechanisms (e.g., suggestion boxes)
- Investigation Process: Once bullying is reported, it will be investigated promptly and thoroughly. This may include:
 - Speaking to the victim, perpetrator, and any witnesses
 - Gathering evidence (e.g., witness statements, video footage, messages)
 - Ensuring the safety and well-being of the victim
- Support for the Victim: The school will provide appropriate support for victims, including:
 - Counselling and emotional support
 - Regular check-ins and follow-up meetings
 - Restorative justice processes where appropriate
- Support for the Perpetrator: The school will work with the perpetrator to address their behaviour. This may include:
 - Behaviour modification plans

- Counselling or behaviour intervention
- Restorative justice or reconciliation with the victim, if appropriate
- Disciplinary actions in line with the school's behaviour policy
- Disciplinary Actions: Clear consequences for bullying should be outlined, and actions may include:
 - Warnings
 - Detention or internal isolations
 - Fixed term suspensions (in severe cases)
 - Behaviour contracts or other interventions

It must be understood that when any disciplinary action is taken, an individual student approach will always be taken. For example, should a student have a specific Special Educational Need that is impacting on their actions then we will always look to support with a behaviour support plan and not simply applying sanctions.

Responses to bullying will be dependent on the severity of bullying incident evident.

Child on Child Abuse

- In the most serious cases the school will need to deal with a bullying concern under our [HISP Child Protection and Safeguarding Policy](#). Child-on-child abuse, also referred to as peer abuse, occurs when one child harms another. This form of abuse can take several forms, and it's important to recognise that such behaviour can have serious emotional, psychological, and physical consequences for the victim. The different types of child-on-child abuse include:
 - Physical Abuse: This involves one child using physical force to harm another. It can include hitting, slapping, kicking, punching, biting, or other forms of physical violence.
 - Emotional or Psychological Abuse: This type of abuse occurs when a child uses manipulation, intimidation, humiliation, or other tactics to cause emotional harm to another child. This can involve name-calling, making threats, or constant criticism to undermine a child's self-esteem and sense of worth.
 - Sexual Abuse: Sexual abuse between children can involve inappropriate touching, exposure to sexual acts or content, or coercion into sexual acts. It

can be both direct physical contact or non-physical forms of sexual exploitation, such as sharing explicit material.

- Neglect: While neglect often refers to a failure to provide for a child's basic needs by a caregiver, it can also occur when one child fails to provide adequate care or attention to another child. This could involve a failure to protect or intervene when the victim is being hurt, resulting in neglect of the child's safety or well-being.
- Verbal Abuse: This type of abuse involves one child using harsh, demeaning, or threatening language to degrade or harm another child emotionally. Verbal abuse can include insults, mocking, humiliation, or taunting.

Monitoring and Review

All bullying incidents will be recorded, and details will be kept on file to track patterns of behaviour and ensure the school is addressing bullying effectively.

- Monitoring: The school will regularly monitor the effectiveness of its anti-bullying policy, review reported incidents, and identify any recurring issues or trends.
- Annual Review: The anti-bullying policy should be reviewed annually by school leadership and updated as necessary to ensure it remains effective and in line with current legislation.

Legal Framework

Carisbrooke College ensures all legal frameworks are used to support the implementation of this policy. This includes:

- The Equality Act 2010, which makes it unlawful to discriminate against individuals based on characteristics such as disability, race, sex, religion, sexual orientation, or gender reassignment.
- The Education and Inspections Act 2006, which gives schools the duty to prevent bullying and to deal with it when it occurs.
- The Children Act 1989, which sets out principles for safeguarding children and ensuring their well-being.

Communication of the Policy

The policy will be shared to all members of the school community via:

- Staff training and development sessions
- Student assemblies and PSHE sessions
- Parent newsletters and meetings
- Posters, digital signage, and the school website

School Complaints Policy

If concerns remain unresolved, parents/guardians may follow the school's Complaints Policy, available on the school website.

However, we strongly encourage initial discussions with your child's Head of Year or a Senior Leadership Team member to gain a full understanding of what has happened to support the process.

Conclusion

Carisbrooke College strives to create a community where every student feels safe, valued, and able to thrive. Through the combined efforts of staff, students, and parents, bullying can be effectively addressed and prevented.

Additional Support

Further support in dealing with bullying can be found in the following places:

- www.nationalbullyinghelpline.co.ukwww.youngminds.org.uk/find-help/feelings-and-symptoms/bullying/
- www.youngminds.org.uk/find-help/feelings-and-symptoms/bullying/
- www.bullying.co.uk/
- www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/bullying-and-cyberbullying/

Appendix A: Parental strategies

- Model respectful behaviour - Children learn a lot by observing their parents. Demonstrating respectful behaviour, such as using polite language, listening actively, and treating others with kindness, sets a good example for your child.
- Encourage open communication - Create an environment where your children feel comfortable talking about their experiences, including any concerns related to bullying. Make sure they know it's safe to express their feelings without fear of judgment or punishment.
- Teach empathy - Teach your children to understand how others feel by discussing emotions and perspectives. Encourage them to put themselves in others' shoes and to practice compassion.
- Establish clear expectations - Set clear rules about how to treat others at home. Encourage behaviors like respect, kindness, and fairness, and consistently reinforce these expectations.
- Promote conflict resolution techniques - Help children learn to solve problems peacefully. Role-playing situations where children must solve disputes without aggression can teach them how to handle conflicts with peers in real life.
- Monitor social interactions including online - Pay attention to how your child interacts with siblings, peers, and other family members. Keep an eye on their behaviour, both online and offline, to detect any early signs of bullying or aggressive behaviour.
- Foster positive peer relationships - Encourage healthy friendships by setting up playdates or encouraging your child to engage in group activities where they can learn teamwork, cooperation, and respect for differences.
- Address aggressive behaviour immediately - If you notice bullying behaviour, address it immediately. Talk to your child about why their actions were inappropriate and how they can apologise and make amends.
- Promote self-esteem - Children with strong self-esteem are less likely to engage in bullying behaviors. Praise your child's efforts, encourage their talents, and help them build confidence in their abilities.
- Teach appropriate use of technology - In the digital age, bullying can extend to social media. Teach your child about digital etiquette and the consequences of cyberbullying. Encourage them to report any instances of online bullying rather than becoming involved in it.

- Stay involved in your child's life - Regularly check in with your child about their day-to-day experiences, friendships, and activities. Active involvement helps identify any signs of bullying or conflict before they escalate.
- Create a safe and supportive environment - Ensure your home is a place where your child feels emotionally safe. When children feel secure at home, they are less likely to act out aggressively or become involved in bullying situations outside of the home.

By setting these prevention strategies in place, parents can help foster an environment where kindness, respect, and understanding thrive, reducing the likelihood of bullying behaviour both at home and in social settings.