

Carnforth Community Primary School

Anti-bullying Policy

Updated: September 2026

Review: September 2027

Say No to Bullying

What is Bullying?

At Carnforth Community Primary School, we see bullying as:-

- When a child is repeatedly singled out to be 'picked on' either physically or verbally,
- Where the actions are deliberate and sustained,
- When the focus is on one child
- When the intention is to hurt, isolate or humiliate an individual
- When the actions are designed to be kept secret
- When the actions are unprovoked

We do not consider bullying to be:-

- An isolated incident
- A falling out
- A 'one off' disagreement

We see bullying as a shared problem. We aim to encourage all members of our school community to recognise bullying, acknowledge its unacceptability and report it.

By definition bullying is behaviour that intentionally and persistently causes distress to others.

The Department of Education defines bullying as:

"Deliberately hurtful behaviour, repeated over a period of time, where it is difficult for the victim to defend him/herself." 'Pastoral Care in Schools: Promoting Positive Behaviour' (2001)

"Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally". (DfE "Preventing and Tackling Bullying" 2014)

Aims

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.

This policy aims to produce a consistent school response to any bullying incidents that may occur. We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

Stopping bullying happening

It is the responsibility of all within the school to maintain the ethos. Pupils need good models from adults, from which they may develop their own self-discipline.

We are committed to:

• Focusing on what is going well,

• Giving plenty of praise (but avoid overdoing this – it needs to keep its value),

• Making clear that it is the behaviour we do not want – not the child,

• Drawing attention to good behaviour,

• Giving clear and regular reminders of what is expected,

• Teaching good behaviour / manners through own conduct,

• Setting an example ourselves, in dress, manner, courtesy and care.

Similarly, we expect all adults to treat one another with respect so that appropriate models of behaviour are recognised by the children. If an adult feels bullied by another: parent, staff or governor, this should be immediately reported to the Head Teacher.

Forms of bullying

Bullying can take many different forms and is behaviour that intentionally and persistently causes distress to others.

PHYSICAL BULLYING	VERBAL BULLYING
e.g. hitting; pushing; kicking; tripping; spitting; hair pulling; throwing things; interfering with another's property by stealing / hiding / damaging / intruding upon it; - extortion / threatening demands for money or other items - writing or drawing offensive notes / graffiti about another	e.g. name calling; insulting or offensive remarks; accusing; taunting; put downs - ridiculing another's appearance/way of speaking/disability/personal mannerisms/race/colour/religion; - humiliating another publicly - spreading malicious or nasty rumours; threatening; intimidation; mocking; sarcasm
EMOTIONAL BULLYING	**CYBER BULLYING**
e.g. excluding/shunning others from group activity/social setting or play; - belittling another's abilities or achievements; - menacing looks/stares; - rude signs or gestures	e.g. misuse of e-mails, images, text, blogs, tweets, forums and chat rooms to hurt /embarrass /demean /harass /provoke or humiliate another using perceived anonymity - misuse of mobile phones by text messaging /calls or images – again to hurt /embarrass /demean /harass /provoke or humiliate another using perceived anonymity - unauthorised publication or manipulation of private information; impersonation

Strategies for preventing bullying include:

1. All staff will make pupils aware of the problems that can be caused by bullying. This is to be achieved through:
    - whole class discussion,
    - group discussions and,
    - talking to individuals.

2. The theme of bullying is integrated into circle time through the PHSE Curriculum.
3. Class rules are established at the beginning of the school year which promote positive behaviour and agree class expectations. These rules are regularly referred to throughout the year.
4. Cyber-bullying bullying is not tolerated and is addressed within our Internet policy.

Keeping Children Safe

It should be remembered that the whole purpose of any action taken by staff against bullies is to enable all pupils to come to school and to enjoy a happy and secure environment. Parents, pupils and staff should be left in no doubt that bullying, in all its forms, will not be tolerated.

All staff watch out for early signs of distress, which may include deterioration of work, unexplained illness, isolation, the desire to remain with adults and erratic attendance. Staff understand that whilst these behaviours may be symptomatic of other problems, they may be early signs of bullying.

If bullying does occur

- Pupils are encouraged to find the help of an adult they trust and to stay where there are plenty of other pupils about and where an adult can see them.
- In the first instance, staff will deal with incidents of bullying in the classroom and then report instances of bullying to the Head Teacher who will act where deemed necessary. This may include discussing with the whole staff or an individual teacher, establishing additional strategies to overcome the difficulties caused by bullying and discussing with those pupils involved within a peer group support approach.
- Pupils who are bullying will be made aware that their actions are making other pupils unhappy in coming to school and that this goes against our school's values and the school Code of Conduct.
- Parents and carers will be informed and encouraged to work with school to improve the situation and deal effectively with the issue.
- Pupils who have bullied need to know that these actions are not tolerated and should find ways to make amends through Restorative Justice approaches and discussion with the staff of the school.

If bullying persists:

- The bully, or groups of bullies, will be withdrawn from the playground or classroom for a period of time and their parents will be invited to a formal meeting where they will be reminded of the anti-bullying policy. Contracts outlining expectations will be drawn up and consequences of further made clear.
- Their behaviour will be monitored for a period of time so as to enable the school and home to work together to overcome problems.
- Ultimately, an exclusion from school may be given if the bullying behaviour does not stop – in line with the school's exclusions policy.

The Role of Governors.

The Governing Body supports the Head Teacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the Governing Body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Governing Body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly.

The Governors require the Head Teacher to keep accurate records of all incidents of bullying and to report to the Governors on request about the effectiveness of school anti-bullying strategies. The Governing Body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the Governing Body notifies the Head Teacher and asks her or him to conduct an investigation into the case and to report back to a representative of the Governing Body.

The Role of the Head Teacher

It is the responsibility of the Head Teacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying.

The Head Teacher reports to the Governing Body about the effectiveness of the anti-bullying policy on request.

The Head Teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school.

The Head Teacher draws the attention of children to this fact at suitable moments.

The Head Teacher ensures that all staff receives sufficient training to be equipped to deal with all incidents of bullying.

The Head Teacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The Role of the Teacher

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

Classroom staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place.

If adults witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied then after consultation with the Head Teacher, the class teacher informs the child's parents.

If adults become aware of any bullying taking place between members of a class, they deal with the issue immediately. This may involve counselling and support for the victim of the bullying through the peer support group approach, and sanctions for the child who has been carrying out the bullying.

We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future.

If a child is repeatedly involved in bullying other children, the Head Teacher is informed. The child's parents are invited into school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Head Teacher may need to contact external support agencies.

The Role of Parents

Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

Monitoring and Reviewing

This policy is monitored regularly by the Head Teacher, who reports to Governors about the effectiveness of the policy on request.

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