CARBEILE JUNIOR SCHOOL

ANTI-BULLYING POLICY

PH – March 2026

1. Introduction

At Carbeile Junior School we are committed to providing a caring, friendly and safe environment for all of our pupils so that they can learn in a secure and relaxed atmosphere.

a) **The Equality Act 2010**
The Equality Act 2010 replaces previous anti-discrimination laws with a single Act. A key provision is a new public sector Equality Duty, which came into force on 5 April 2011. It replaces the three previous public sector equality duties for race, disability and gender and covers age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Duty has three aims. It requires public bodies to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct protected by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it.

Schools are required to comply with the new Equality Duty. Part 6 of the Act makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil in relation to admissions, the way it provides education for pupils, provision of pupil access to any benefit, facility or service, or by excluding a pupil or subjecting them to any other detriment.

b) **Safeguarding Children & Young People**
Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. This is classed as child-on-child abuse.

c) **Criminal Law**
Although bullying itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour or communications could be a criminal offence.

d) **Bullying Outside School Premises**
Teachers have the power to discipline pupils for misbehaving outside the school premises 'to the extent as is reasonable'. This can relate to bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops or in a town or village centre.

2. Aim

- To use the 'Anti-Bullying Policy' to demonstrate Carbeile Junior School's zero tolerance stance on bullying. Bullying of any kind is unacceptable.

- This policy aims to produce a consistent school response to any bullying incidents which may occur and all pupils should know that incidents will be dealt with promptly and efficiently.

3. What Is Bullying?

Bullying is deliberately hurtful behaviour, which is repeated over time with the intention of causing physical or emotional hurt to another child.

Bullying occurs in several ways:

- Physical – punching, pinching, kicking, spitting etc
- Verbal – this can take the form of name calling and may be directed towards gender, ethnicity, religion, special educational needs, appearance, health conditions, sexual orientation;
- Exclusion – being excluded from activities or discussions;
- Damage to property or theft – pupils may be threatened to hand over property:
- Cyber- bullying – by e-mail, texting, photographs, mobile phone calls, texting and social media.

There is no hierarchy of bullying and all incidents will be taken seriously.

4. Strategies To Prevent and Combat Bullying

- Communication is key. If a parent or child outlines potential bullying this is recorded on CPOMS. Further incidents are then monitored and recorded as required. The perpetrator will be spoken to and reminded about good behaviour and relationships. Process below is followed as sanction.
- The school adopts a zero-tolerance attitude to bullying and all matters relating to it are referred to the head teacher to carry out further investigations.
- In some circumstances parents are informed and invited to meet with the head teacher.
- Pupils are made aware of the fact that bullying is dealt with at the most senior level and this is emphasised in numerous assemblies during the year.
- Through the delivery of SMSC and RSHE, matters relating to bullying are given significant attention and emphasises the united, whole school approach to combating this behaviour.
- To prevent cyber- bullying pupils have a programme of e-safety taught throughout the key stage.
- Pupils' mobile phones are stored in teacher's drawers during school hours.
- All governors, teaching and non-teaching staff should know and follow the school policy on bullying.
- All pupils and parents should know the policy on bullying and what they should do if bullying arises.
- Pupils and parents should be assured that they will be supported when incidents of bullying are reported.

5. Impact and Consequences

The impact of bullying can be very negative over a short period or over an extended time and can result in children feeling extremely low. All incidents of possible bullying are therefore treated very seriously and follow a similar process to the one demonstrated below:

- Incident is recorded on CPOMS if deemed serious enough.

- Further incidents are recorded, at which point the child, parent or teacher might suspect this could possibly be bullying.
- This stage is often missed out, with parents telling school that their child has been bullied over a period of time that the school has not been made aware of. We then treat it very seriously from the first disclosure.
- Restorative conversation between children, led by a member of SLT, outlining positive options of behaviour (staying away from each other, working with other children etc).
- The victim will at this point be told to tell any adult if there are ANY further incidents, regardless of severity.
- Any further incidents recorded result in a phone call home to outline to the parent that their child has been exhibiting bullying behaviour. Parents are warned at this stage that this will result in an internal or external suspension depending on the severity of any further incidents.

6. Related Documents

Health & Safety
Relationships Policy
Equalities
SEND
Children in Care
Child Protection & Safeguarding

7. Policy Review

We will review this policy bi-annually unless earlier revision is required. These documents will be stored as a paper copy by the Clerk and electronically by the Senior Administration Officer and Clerk.

Next review: March 2028

Signed Headteacher: Mr P Hamlyn

Signed Chair of Governors: Mrs S Morton

Date: 10th March 2026

Carbeile Junior School
Anti-Bullying Charter

Bullying is not an issue at Carbeile Junior School ("Bullying happens rarely in the school. When it does occur, it is dealt with swiftly and effectively." One pupil commented to an inspector, 'We don't have bullying now; the headteacher just won't stand for it'", Ofsted, June 2016). We work with staff, pupils and parents to create a school community where bullying is not tolerated. This 'Anti-Bullying Charter' was put together after consultation with all stakeholders: staff, children, parents and governors.

Our school community:

- ✔ Discusses, monitors and reviews our anti-bullying policy on a regular basis.
- ✔ Supports staff to identify and tackle bullying appropriately.
- ✔ Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively.
- ✔ Reports back quickly to parents/carers regarding their concerns on bullying and expects parents to report any concerns to the school directly so they can act on them. The school will not act on anything via social media.
- ✔ Seeks to learn from anti-bullying good practice elsewhere and utilises the support of the LEA and relevant statutory/voluntary organisations when appropriate.

There is no legal definition of bullying. However, at Carbeile we define bullying as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, eg because of race, religion, gender, physical differences or sexual orientation.

It takes many forms and can include: (repeated) physical assault, teasing, making threats, name calling, intentional exclusion from games or Cyberbullying (bullying via mobile phone or online eg email, social networks and instant messenger).

Pupils often have disagreements or 'fall outs' with their friends. **This is not an example of bullying.**

The sanctions for bullying at Carbeile are as follows (before any sanctions are enforced, any incidents will be fully investigated):

- A verbal warning and a phone call to parents if the bullying is proven to be reoccurring.
- Exclusion from participation in certain school activities including break time, lunchtime, extracurricular activities or special events in school such as discos or school trips.
- A one-day internal suspension.
- A fixed term external suspension, should the bullying behaviour persist.

The sanctions for violent behaviour at Carbeile are as follows:

- ANY violent act against another pupil or member of staff will result in an internal suspension or fixed term external suspension, where the duration depends on the severity of the act.
- Every subsequent violent act from then on will result in a fixed term external exclusion.

Carbeile Junior School has a 'Zero Tolerance' stance on bullying.