



Carville
Primary School

Safe to Learn / Anti-bullying Policy

Reviewed September 2020

| Date | Changes made | To be reviewed |
|-----------------|--|-----------------------|
| Sep 2020 | Definition of bullying and definitions of types of bullying. Amendments to appendix C | Sep 2022 |
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Statement of Intent

At Carville, we aspire to a learning environment with respect at its core, where pupils, parents and staff have collective responsibility for working towards effective behaviour for learning. This is a school where everyone has the right to be themselves. It is a place where everyone can feel safe, be happy and be ready to learn. Everyone at our school is equal and acts with respect and kindness to each other. Our school is a bully free place

We are committed to providing a safe and secure environment for all of our pupils so they can learn effectively. Our “Safe to Learn” policy operates in conjunction with our “Behaviour for Learning” policy.

Our Vision for Carville

At Carville we want:

- Children and families to recognise the vital role of learning in shaping the world of their future
- Every day to be a learning adventure which builds on children’s natural curiosity and enthusiasm for learning
- Children to take responsibility for the choices they make
- Children to be confident, independent, creative thinkers
- Respect for ourselves and each other to be central to everything we do
- Every decision we take to have a positive impact on children’s learning
- Every member of our school community to feel safe and valued

Central to the delivery of our vision is the promise shared by all members of our school community:

Our Carville Promise

May our school be welcoming,
May our school be encouraging,
May our friendships be never-ending,
May we be kind and helpful to each other,
May we respect all those we meet in our day,
May we be proud of our achievements,
May we learn as much as we can,
May we be patient and never give up.
Thank you for our Carville family.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have a commitment to our “Safe to Learn” approach.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.

The Thrive Approach

Thrive gives us a systematic approach to identifying, supporting and reviewing emotional development needs. It is a development model that recognises children's emotional capacity grows through experiences in a series of stages. As they develop, their experiences and circumstances shape their development. Issues arise when development is significantly 'interrupted' at one of these stages. This results in gaps which manifest most often as challenging behaviour patterns as the child grows up. These gaps can be filled through focused support in relationship with other people.

Vital Relational Functions (VRFs) and PLACE underpins our approach to building positive relationships. All staff form relationships that are **P**layful, **L**oving, **A**ccepting, **C**aring and **E**mpathetic so that everybody feels valued and emotionally supported. When behaviour is unacceptable staff will use VRFs: attune to the child's feelings; validate their experiences; contain them to ensure they are safe; regulate/soothe to help them understand the behaviour and begin to make a change.

We commonly see children who have interrupted development that makes them unable to make an informed choice when faced with a difficulty. These children experience a feeling, often that they can't name or understand, and behave instinctively. For these children the idea of choice and consequence is not always appropriate. Instead they will be supported to understand the physical sensations they experience, link them to a feeling or emotion and access their 'Thinking brain' to enable them to feel – think – act. This may be done on a one-to-one basis or as part of a group.
Children will still be held accountable for unacceptable behaviour.

The Thrive approach will be used to identify pupils whose emotional development may make them susceptible to committing or being the victim of bullying behaviour. Through Thrive Online, action plans will be created to provide specific support for these children in order to develop their emotional management systems. This will decrease the likelihood that they will be involved in bullying behavior.

Is it bullying?

Bullying is when a person is hurtful or unkind to someone else, on purpose and more than once. Bullying can be done by one person or by a group of people and can be towards one person or a group of people. A useful way to remember bullying is:-

Several Times On Purpose

Bullying can be:-

- Hitting or saying you are going to hit someone
- Touching someone when they don't want you to
- Calling someone names, teasing, using rude language or saying nasty things about someone to them or to other people
- Stealing or damaging someone else's belongings
- Ignoring someone on purpose or leaving them out
- Using text, email or web space to write or say hurtful things about someone (cyberbullying).

Bullying can be about:-

- Race or ethnicity (racist bullying)
- Religion or belief
- Family and culture
- Sexist bullying, which is bullying someone because of their gender. For example if they are a boy or a girl, or saying they are acting "like a boy", or "like a girl".
- Homophobic or biphobic bullying. This saying unkind or nasty things because someone is lesbian, gay or bisexual or because you think they are, or because they have two mums or dads. It is also calling someone lesbian or gay or bisexual on purpose to be unkind to them, for example "you're so gay!"
- Transphobic bullying. This is saying unkind things because someone is trans or because you think they are trans or being nasty about trans people (someone who feels the gender they are given as a baby doesn't match the gender they feel themselves to be).
- Special Educational Needs or Disability
- What someone looks like
- Where someone lives.

Prevention

The school will undertake a series of actions to help ensure that children are "safe to learn". These include:

- Use of the VRFs and PLACE to build relationships that support good emotional development for children.
- Thrive class screenings to identify children whose development may make them vulnerable to being the victim or perpetrator of bullying behaviour.
- Safe to Learn activities for all pupils in the first half term of each school year culminating in a Carville Safe to Learn "contract" (appendix A) between pupils and staff.
- Safe to Learn information sheet (appendix B) issued to parents in the first half term of each school year detailing procedures for addressing bullying.

- Safe to Learn Helpsheet (appendix C) for all Y2-Y6 pupils detailing procedures for dealing with bullying issued in the first half term of each school year.
- Assembly and classroom circle time reinforcing the Safe to Learn contract during Anti-bullying week in November of each year.

Procedures for dealing with incidents of bullying

1. Children report incidents to staff or parents raise concerns with staff
2. In cases of bullying, staff will record incidents on CPOMS, our confidential electronic record system. This is then forwarded immediately to the Deputy Headteacher.
3. In most cases parents will be informed and will be asked to come to a meeting to discuss the problem
4. If necessary and appropriate, police may be consulted
5. The bullying behaviour or threats of bullying will be investigated and the bullying stopped quickly
6. Work will be undertaken to help the bully (bullies) change their behaviour

Monitoring

- After incidents have been investigated and dealt with, each case will be monitored by the class teacher to ensure repeated bullying does not take place.
- The headteacher will report to governors on a termly basis on the Safe to Learn policy.
- This policy will be reviewed annually.



Safe to Learn Contract

We are working together to create a school community where every pupil is safe to learn.

- Every year, each pupil and parent will be given information about our *Safe to Learn* policy.
- Staff promise to listen to pupils when they have concerns that they are not safe to learn and to help pupils to quickly sort out any problems.
- Pupils promise to help each other to feel safe to learn.
- Parents promise to work with school to help pupils feel safe to learn.
- Governors promise to check that the *Safe to Learn* policy is making a difference in school.

Chair of Governors:

Headteacher:

Deputy Head:

Class Teacher:

Pupils:



Safe to Learn at Carville Parent information

Is it bullying?

It is if individuals or groups are **regularly**:

- calling your child names
- threatening him/her
- pressuring your child to give someone money or possessions
- hitting your child
- damaging your child's possessions
- spreading rumours about your child or your family
- using text, email or web space to write or say hurtful things about your child (cyberbullying).

It is also bullying if your child feels hurt because of things said about their ethnic background, religious faith, gender, sexuality, disability, special educational need, appearance or specific issues in your family.

What should you do if your child is being bullied?

Talk to us about the bullying as quickly as possible. At Carville, your first contact point to report concerns about bullying is your child's class teacher. They are best contacted at 3.15pm. You can also call **0191 2007236** to speak with the Deputy Head, or a message can be left with the school reception.

- It will help us if you can bear in mind that the teacher may have no idea that your child is being bullied or may have heard conflicting accounts of an incident.
- Be as specific as possible about what your child says has happened, give times, places and names of other pupils involved.
- Ask if there is anything you can do to help your child.
- Stay in touch with us and let us know if things improve as well as if problems continue.

What will we do?

Carville does not tolerate bullying. We:

- work to make sure that the person being bullied is safe
- work to stop the bullying happening again
- provide support to the person being bullied
- take actions to ensure that the person doing the bullying learns not to harm others
- work as quickly as we can so that you know we take bullying seriously.

Families who feel that their concerns are not being addressed appropriately might like to consider the following steps:

- Firstly, make an appointment to discuss the matter with Mrs. Richardson (Headteacher) or Mr. Harker (Deputy Headteacher).
- If this does not help, write to the Chair of Governors, explaining your concerns and what you would like to see happening.

If you need further support and information at any stage or the problem remains unresolved, ring the helpline at Parentline Plus **0808 800 2222** or contact other local and national support groups.

Safe to Learn at Carville Primary School

Pupil Helpsheet

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If someone is being hurtful or unkind to you several times on purpose, for whatever reason, whether it is about you or your family or friends, that is bullying. No one should be

Why does bullying happen?

Although bullying doesn't happen very often in this school it might happen. Bullies can be older or younger than you, bigger or smaller than you. Bullies pick on people who may be different in some way to try and make them feel worse about themselves. If you are being bullied, remember that it is never your fault.

Where does bullying happen?

Bullying can happen at school, after school or online.

What should you do if you think someone is being bullied?

Talk to the person and ask if they're ok and try to find out if they are being bullied. If they are, ask if you can help them to talk to a teacher or an adult they trust.

What should I do if I'm being bullied?

Talk to someone you trust and get them to help you take the right steps to stop the bullying.

- try to stay calm and look as confident as you can
- be firm and clear — look them in the eye and tell them to stop
- get away from the situation as quickly as possible
- tell an adult what has happened straight away
- if you do not feel comfortable telling an adult, tell another child who can tell an adult
- tell a teacher or another adult in your school
- tell your family
- if you are scared to tell a teacher or an adult on your own, ask a friend to go with you
- keep on speaking until someone listens and does something to stop the bullying
- don't blame yourself for what has happened.

Remember – telling an adult at school or in home will not make the bullying worse.

If you find it difficult to talk to anyone at school or at home, ring ChildLine on **freephone 0800 1111**. This is a confidential helpline.