



Anti-Bullying Policy

Maintaining a Caring, Achieving, and Respectful Learning Environment

At Carleton Primary School, we believe that bullying is never acceptable. It's not "just a phase," part of growing up, or something children should have to deal with on their own. Everyone in our school community deserves to feel safe, respected, and included.

We know that bullying can happen, and when it does, we take it seriously. We act quickly and thoughtfully to support everyone involved and to stop the behaviour.

We are committed to creating a caring, respectful environment where children can learn, play, and grow without fear of being bullied.

What We Aim to Do

Through our anti-bullying policy, we want to make sure that:

- Everyone understands what bullying is, how we prevent it, and how we respond when it's reported
- Pupils know how to speak up if they or someone else is being bullied—and feel confident doing so
- Our curriculum helps children talk about worries and build the skills to handle difficult situations
- We monitor bullying incidents so we can learn from them and improve our approach

What Is Bullying?

Bullying is behaviour that:

- Happens more than once
- Is meant to hurt someone—physically or emotionally
- We understand that bullying can:
 - Cause real distress and harm
 - Be based on differences—real or perceived—such as race, disability, gender, or beliefs
 - Happen anywhere: in school, online, on the way to and from school, or during trips and activities
- Everyone, staff, pupils, families, and the wider community, has a role to play in preventing bullying and speaking up when it happens.

Our Beliefs

We believe that:

- No child should ever experience abuse of any kind

- We all have a duty to keep children safe and promote their wellbeing
- Bullying affects everyone involved—not just the person being bullied
- Children who are bullied may struggle with friendships, learning, and mental health
- Children who bully others may also need support to change their behaviour
- Witnesses to bullying can feel scared, guilty, or unsure what to do

How We Prevent Bullying

We take a whole-school approach to prevention. This includes:

- Clear expectations for behaviour, both in person and online
- Regular conversations with pupils, staff, and families about bullying and how to stop it
- Training for staff and volunteers
- Clear procedures for reporting and responding to bullying , through our Carleton Code of Conduct
- A strong school ethos that promotes kindness, respect, and inclusion
- Encouraging pupils to speak to any trusted adult if they're worried
- Keeping detailed records of bullying incidents so we can spot patterns and take action.

Celebrating Diversity and Promoting Inclusion

We know that bullying is often linked to how people treat those who are different. That's why we actively celebrate diversity and teach children to value and respect each other.

We take extra steps to support children who may be more vulnerable to bullying. This might include:

- Alternative safe spaces at break times
- Lessons that help children understand and appreciate differences
- Targeted support or interventions when needed

How to Report Bullying

Anyone can report bullying- a child, a parent, a friend, or a member of staff.

Children can speak to any adult in school or ask someone they trust to speak on their behalf. Reports can also be made in writing, by phone, or by email.

We will always take reports seriously and make sure the right person follows it up.

How We Respond

We follow a clear process to investigate and respond to bullying. We:

- Act quickly, fairly, and consistently
- Make sure everyone involved feels safe and supported
- Listen to all voices and take appropriate action to stop the behaviour

- Use restorative and supportive approaches to help children learn and move forward

How We Monitor and Improve

We regularly review how well our anti-bullying work is going. This includes:

- Looking at reports and records
- Gathering feedback from pupils, families, and staff
- Reviewing the policy each year with our school community and making improvements where needed
- Sharing updates with the whole school community

Policy written by: Maxine Hayes

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Shared with staff – May 26.

Shared with families – May 26

Contact details

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We are committed to reviewing our policy and practice at least once a year.

This policy was last reviewed on: 20th February 2026

Signed: Maxine Hayes

Date: 20.02.26
