



## ANTI-BULLYING POLICY

### Introduction

CLFS, in keeping with current legislation, has a defined policy on bullying. In keeping with its Christian Foundation the School, through its pastoral system and the general routines of daily life in the community, seeks to provide a 'whole person' education in which the academic, creative, physical, social and spiritual development of each pupil is promoted in a genuinely co-educational environment. It seeks to provide an atmosphere of self-respect and care for others in which pupils are confident, fulfilled and happy and also to provide an education for life. These principles are enshrined in the School's vision statement available online at [www.clfs.surrey.sch.uk](http://www.clfs.surrey.sch.uk), in the School's Child Protection policy (also available online) and in a variety of publications supplied by the School.

Bullying of any kind is unacceptable at CLFS. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. CLFS is a "telling" School. This means that *anyone* who knows that bullying is happening is expected to tell a member of staff.

### Definition of Bullying

Bullying is repeated behaviour, by an individual or group, which is intended to make others feel uncomfortable, unhappy or threatened. The outcome is usually physical or emotional pain and suffering.

Bullying can take many forms such as emotional, physical, racial, religious, cultural, sexual or sexist, homophobic, disability and cyber bullying.

Bullying includes: name-calling; taunting; mocking; making offensive comments; kicking; hitting; pushing; punching or any use of violence; unwanted physical contact or sexually abusive comments; taking belongings; producing offensive graffiti; gossiping; excluding people from groups; spreading hurtful and untruthful rumours through any medium; inappropriate text messages and emailing; inappropriate messaging on social networking sites such as Facebook; sending or spreading offensive or degrading images by phone or via the internet; the misuse of associated technology such as cameras or video cameras. Although sometimes occurring between two individuals in isolation, it quite often takes place in the presence of others.

## **The effects of bullying**

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. CLFS has a responsibility to respond promptly and effectively to issues of bullying.

Bullying can seriously damage a young person's confidence and sense of self-worth, and they will often feel that they are at fault in some way. It can lead to serious and prolonged emotional damage of an individual and, in some cases, leads to suicide. Those who conduct bullying or witness bullying can also experience emotional harm. Although not a criminal offence, there are criminal laws which apply to harassment and threatening behaviour.

## **Possible Signs of Bullying**

Pupils who are being bullied may show changes in behaviour. Adults should be aware of these possible signs and they should investigate if a child;

- is frightened walking to or from School
- does not wish to travel by bus and may ask to be driven instead
- changes their usual routine
- is unwilling to go to School or truants
- becomes anxious or lacking in confidence, develops a stammer
- attempts or threatens suicide or runs away
- is unsettled at night and has nightmares
- feigns illness
- begins to do poorly in school work
- has torn clothes or whose belongings are damaged or "go missing"
- starts asking for money or starts stealing money
- loses their money
- has unexpected cuts or bruises
- is hungry because lunch/dinner money has been stolen
- begins to bully other children or siblings
- stops eating
- is frightened to voice concerns
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone or may be wary of cyber messages such as texts or email.

## **Objectives of this policy**

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is

- All governors, teaching and non-teaching staff, pupils and parents should know what the School policy on bullying is and should follow it when any bullying is reported
- CLFS takes bullying seriously. Parents and pupils are assured that they will be supported when bullying is reported
- Bullying will not be tolerated

## Procedure

- Pupils or parents should report bullying incidents to staff
- A written note must be kept of any such incident. It should be lodged in the pupil's form file
- The bullying behaviour will be investigated by a member of staff, the victim reassured and the behaviour stopped
- It may be necessary to interview a number of pupils and this should be done in accordance with the guidelines in the Whole School Behaviour Policy
- After the incident/incidents have been investigated and dealt with each case will be monitored to ensure repeated bullying does not occur
- In serious cases parents will be informed and will be invited to come into School to discuss the problem
- If necessary, and appropriate, police and other outside agencies will be consulted
- Support will be given to help the bully or bullies change their behaviour
- Serious incidents will be recorded in the Deputy Head's Child Protection log.

## Outcomes

- The bully or bullies may be asked to genuinely apologise. There may be other consequences of the bullying in accordance with the School's disciplinary procedures
- If possible, pupils will be reconciled
- In serious cases, suspension or even exclusion will be considered.

## The School promotes an anti-bullying ethos in the following ways

- By treating all reports of bullying seriously.
- By focusing in assemblies on different aspects of behaviour and by reminding pupils of the need to report any suspected bullying.
- Through the PSHE programme and the general curriculum by:
  - a) dealing with the topic of bullying in a way which explores why it happens and gives alternative ways of behaving and dealing with difficulties
  - b) using specialist trainers to teach pupils about using technology responsibly
  - c) using teaching methods which encourage co-operative work and a variety of groupings so that pupils extend their relationships beyond a small group of friends.
- By assessing the extent and nature of bullying from time to time through an anonymous questionnaires.

- By annually reviewing the effectiveness of the policy, and amending it if appropriate.
- By keeping pupils, parents, teaching and non-teaching staff aware of the policy and supporting staff training.
- By promoting our pupil prefect system in all sections of the School and encouraging pupils to use the peer mentors. All prefects and peer mentors receive appropriate training.

**The School acknowledges the use of guidelines issued by Kidscape in the production of this policy.**

**Revised May 2011  
Reviewed by Governors January 2012  
For review by VEB July 2012**