



Connaught House School values all of its pupils and is committed to making the School a safe and happy place for everyone. Bullying of any kind is unacceptable and will be dealt with quickly and effectively.

Parents who suspect that a child is either a victim or perpetrator of bullying are asked to bring this to the immediate attention of a member of staff.

Is it Bullying?

Bullying is deliberate hostility or aggression, directed at a vulnerable target. It can also include an attempt to coerce someone into doing something that they do not want to do.

Bullying is repetitive.

One-off incidents and disagreements or arguments are *not* bullying.

What types of bullying are there?

- PHYSICAL
- VERBAL
- EMOTIONAL
- CYBER
- INDIRECT OR MANIPULATIVE

What are the signs of bullying?

- Reluctance to go to school.
- Beginning to underachieve.
- Clothes or belongings becoming damaged or "lost".
- Becoming withdrawn.
- Not eating or sleeping well.
- Unexplained bruises / scars.
- Change in behaviour, such as becoming disruptive.
- Unexplained obsessive behaviour.
- Frequent complaints of illness.
- Trying too hard to please.

Where is bullying most likely to occur?

- If children are unsupervised which is rare at CHS.
- Where supervision is more "thinly spread" e.g. during park or playtime.
- In places that are 'out of sight' such as cloakrooms and lavatories.

Why are some children targeted?

Children become targets because bullies *need* victims. Bullies will look for something to focus on if they find a vulnerable child who reacts.

Bullying is often motivated by real or perceived difference. This can be:

- DISABILITY
- RACIST
- RELIGIOUS
- CULTURAL
- SEXUAL
- HOMOPHOBIC

What kind of child bullies?

- Children who do not "fit in" with others.
- Children who may have been "spoiled".
- Children who have been bullied themselves, e.g. by adults or older siblings.
- Children under great pressure to succeed.
- Children with low self-esteem.
- Children who have recently experienced change, such as a parental divorce, or birth of a new baby.

Which procedures are in place to prevent bullying?

- Connaught House School delivers a clear message, to staff, parents and pupils that bullying in any form will not be tolerated.
- Staff are well trained in the identification of bullying and the policies and procedures to be followed. At least two members of staff will supervise games and outdoor playtimes.
- Classes establish and agree on a set of golden/class rules, of which they are reminded frequently.
- Pupils are given strategies to manage challenging interactions or behaviours.

What is the staff procedure for teachers dealing with an allegation or incident of bullying?

- Reports of bullying will always be taken seriously and will be addressed within 24 hours.
- Information will be shared with Senior Management or the Safeguarding Officer, Ms Burke.
- Any allegations of bullying will be thoroughly investigated.
- In all instances, staff will keep a written record of conversations and share this with other colleagues on a 'need to know' basis.
- All parties involved (including bullies) will be questioned in a firm but friendly and compassionate manner.

How will the bully and victim be handled?

- Bully and victim(s) will be spoken to (initially) individually, where possible, producing written or signed statements of events.
- The bully will be helped and encouraged to reflect on his/her behaviour and its consequences for the other children involved.
- Pupils will be reconciled. Anything that has been taken should be returned or replaced and any damage done should be made good.
- The bully will be helped to change his/her behaviour which may include practical measures such as a change of seating or grouping. This will be discussed with the Senior Management team and Safeguarding Officer.

How does Connaught House School disseminate an anti-bullying message?

- The topic of bullying is addressed and discussed in class, assemblies and PSHE lessons. Pupils are made aware of what constitutes bullying and encouraged to tell an adult if they have any concerns.
- From Form 1 upwards, pupils who are not comfortable approaching an adult may place their worry inside the class 'worry box' where it will be addressed by the class teacher.
- National Anti-Bullying Month will be marked annually as a school.
- Staff always model positive behaviour towards others and reward kindness. The most important and sought after Trophy awarded each year is the *Esprit de Corps* for the child recognised as displaying the School's ethos.