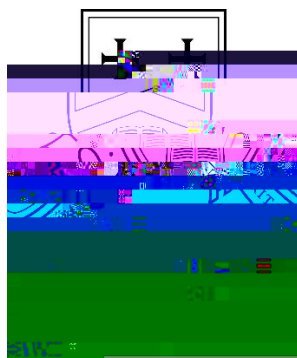


Anti-Bullying Policy



Policy Authors:

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Caterham School Purpose Statement

Inspiring Education for Life

Caterham School is one of the leading co-educational schools in the country. We are committed to providing an environment in which all pupils are challenged to be the best they can be and one in which pastoral care and well-being underpin academic, co-curricular and sporting excellence. The majority of our pupils are day pupils but we are also a thriving boarding community, which enriches the educational opportunity and experience for all. We believe in providing an education for life for all Caterhamians and we seek to ensure that the learning experience at our school blends the best of tradition with the exciting opportunities provided by new technology. Learning how to learn is a key facet of a Caterham education and is in our view an essential skill for life in the twenty-first century. We believe that a truly excellent school is about more than academic achievement alone: it is also about developing a passion for learning, a capacity for independent and critical thinking, self-awareness and resilience, self-confidence without arrogance and genuine interests that extend beyond the confines of the classroom.

At Caterham School we focus on developing the whole person, aiming to ensure that each pupil leaves here ready for the challenges of life at university and beyond and understanding their responsibilities towards others. We want our pupils to leave Caterham well equipped to engage positively with a rapidly changing world as accomplished problem solvers and innovators, confident in their ability to lead and with a clear appreciation of and respect for the views and potential of others. In so doing we remain true to our founding Christian principles and values.

Policy Statement

The aim of the policy is to prevent bullying of any sort; to promote a culture of kindness and one in which bystanders are courageous and thus ensure that everyone can operate in a supportive, caring and safe environment without fear of being bullied. All members of the community, including Trustees, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is and be familiar with the School policy on bullying; therefore the aim of the policy is to help members of the school community to deal with bullying when it occurs and, even more importantly, to prevent it. Bullying (which necessarily includes cyberbullying, prejudiced-based and discriminatory bullying) is an anti-social behaviour which affects everyone; it is unacceptable and it will not be tolerated. Everyone in

child-on-child abuse, with particular reference to sexual harassment, and that it will not be culture of unacceptable behaviours and an unsafe environment for children.

Examples of unacceptable bullying behaviour include:

Physical (including sexual) assault

Verbal abuse, by name calling, teasing or making offensive remarks

Online abuse, which is defined as the use of IT by an individual or group in a way that is intended to upset others. Examples include using social websites, mobile phones, text messaging, photographs, video and e-mail, and also non-consensual sharing of nude or semi-nude images/videos (sexting)

Indirect emotional tormenting by excluding from social groups or spreading malicious rumours

Bullying may involve complicity that falls short of direct participation by, for instance, manipulating a third party to tease or torment someone. It may be overt and intimidating but is often hidden and subtle.

Protected Characteristics

Having a protected characteristic means you have a right not to be treated less favourably, or subjected to an unfair disadvantage, by reason of that characteristic.

Bullying necessarily includes any actions or comments that are racist, religious or cultural, homophobic, transphobic, sexist, sexual or which focus on disabilities or other physical attributes (such as hair, colour or body shape) or any reference to Special Educational Needs and/or disability, or because a child is adopted or a carer. The School takes such actions or comments extremely seriously and will react at once to any such allegations.

Our Boarders

Boarders who are being bullied (offline) cannot escape their bullies for long periods of time as they are not going home as often. As such, our boarding staff, under the leadership of the

will be able to involve other people who can. There are also people outside the School who would be willing to help.

Childline: 0800 1111

for England (Help at Hand): freephone 0800 528 0731

Email: help.team@childrenscommissioner.gov.uk

The School Counsellors may be contacted by e-mail: counsellor@caterhamschool.co.uk

Online counselling service: www.kooth.com

Independent Listener: Rachel Hart

Tel: 07532 232839

Email: Independentlistener1811@gmail.com

Procedure if a pupil should witness bullying behaviour:

1. Support the victim by offering your friendship and make it clear that in your opinion what is happening to them is wrong.
2. Courageously report the bullying behaviour or accompany the victim to a trusted adult.
3. Use the OurCaterham app on your iPad to anonymously flag a concern to the

What will happen?

The victim will be interviewed by their Tutor or Head of Year or member of the pastoral team, on their own, and asked to write an immediate account of events. The process for dealing with bullying will be explained clearly to them. The victim is also given the opportunity to discuss their own reactions and behaviour towards the bully. The victim and the perpetrator are given support and advice, and counselling is suggested if deemed appropriate.

Once the Tutor and Head of Year are clear that a bullying offence has been committed, the bully and any others involved will be interviewed individually and asked to write an immediate account of events. The process for dealing with bullying will be explained clearly to them.

In the first instance, and depending on the severity of the case, usually the Tutor, Head of Year or Deputy Head (Pastoral and Wellbeing) will interview the pupil or pupils whose behaviour has caused distress and give them a warning, making it clear that any further incident (or discussion about the current incident) would be considered to be further bullying. It will be made clear why the behaviour was inappropriate and unacceptable. Support and counselling may be offered. A commensurate punishment will also be given.

If it is appropriate, or it Deputy Head (Pastoral and Wellbeing)
or the Prep Senior Deputy Head/Prep Assistant Head (Pastoral)/Head of Pre-Prep will become involved. The following sanctions may be applied in accordance with the School Behaviour Policy.

Formal Warning: the Principal Deputy Head, Deputy Head (Pastoral and Wellbeing) or the Prep Senior Deputy Head/Head of Pre-Prep will speak to the pupils involved and will contact the parents or guardians giving details of the offence and inviting them in to School to discuss the matter and to be present when their child is given a Formal School Warning. Their support for the Scho

- **Suspension** , Suspension,
Removal and Review Policy).
- **Exclusion**
Removal and Review Policy).

These are minimum sanctions. In very serious 0 0 1 475.062i(Tfm 3.2907(H)-1.98975w(her)3.99373(e)-1.98
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Regular pupil surveys will be used to facilitate an understanding of the level and type of bullying that pupils might have experienced.

Incidents of reported bullying will be followed up by tutors, including those in the EYFS setting and Heads of Year/Boarding Housemasters and Housemistress, to monitor that the problem has been resolved. The log of bullying offences will be reviewed by the Deputy Head (Pastoral and Wellbeing) and the pastoral team regularly at Heads of Year meetings to watch for patterns and check that the policy is effective.

In the Preparatory School, the Headmaster keeps a record of incidents of significant poor behaviour including acts of bullying and sanctions.

We are fully confident that the vast majority of Caterhamians will agree with our sentiments on bullying. It is our intention to identify and take action against those who do not.

Further References

Preventing and tackling bullying: advice for headteachers, staff and governing bodies, DfE, July 2017

Cyberbullying: Advice for headteachers and school staff, DfE, November 2014
www.cyberbullying.org

The School is associated with the Gender Identity Research and Education Society (GIRES)

Childline: 0800 1111: <http://www.childline.org.uk/Pages/Home.aspx>