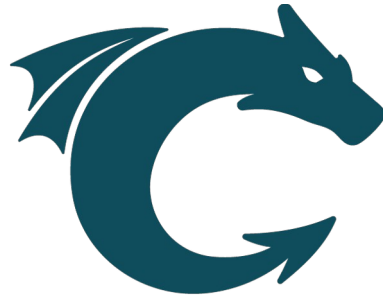




CLARE HOUSE SCHOOL PORTHCAWL

ANTI-BULLYING POLICY

Intended effective date: September 2026 (on school opening)

Review date: July 2027

Approved by: Board of Directors

Owner: Head of School

Applies to: Whole School

Proprietor: CHS Porthcawl Ltd

This document sets out the intended policy and procedural framework of Clare House School from the date of opening. It has been prepared as part of the registration application to Welsh Government under the Independent School Standards (Wales) Regulations 2024.

1. Statement of Commitment

Clare House School is committed to providing a safe, supportive and respectful environment in which all pupils can learn and thrive. Bullying of any kind is unacceptable. All members of the school community have a responsibility to prevent bullying and to act if it occurs.

This policy should be read alongside:

- Behaviour, Rewards and Sanctions Policy
- Safeguarding and Child Protection Policy
- Additional Learning Needs (ALN) Policy
- Teaching & Learning Policy
- Educational Visits Policy

In developing its approach to bullying, the school has had regard to the Welsh Government guidance "Challenging bullying and harassment" (2026), notwithstanding that this guidance is non-statutory for independent schools.

2. Definition of Bullying

Bullying is behaviour that is repeated, intentional, hurtful, and involves an imbalance of power. Bullying may take many forms. A one-off conflict between peers does not automatically constitute bullying, though it will still be addressed appropriately.

Bullying can sometimes constitute child-on-child abuse, which is defined as abuse by one or more pupils against another pupil. It can be standalone or part of wider abuse and can happen both inside and outside of school, and online. Where an incident of bullying causes or is likely to cause significant harm to a pupil, the school will follow the procedures set out in the Safeguarding and Child Protection Policy.

3. Forms of Bullying

Bullying may include:

- Physical (hitting, kicking, pushing)
- Verbal (name-calling, threats, insults)
- Social (exclusion, spreading rumours)
- Cyber (online messages, social media misuse, image sharing including nude or semi-nude images)
- Sexual harassment or sexual violence
- Discriminatory or prejudice-based bullying, including on the basis of: race; religion; disability; sex; sexual orientation; gender reassignment; or any protected characteristic under the Equality Act 2010.

Sexual harassment and sexual violence are treated seriously and may fall under safeguarding procedures. The school will never dismiss or downplay bullying as banter or “part of growing up”.

4. Signs of Bullying

Changes in behaviour that may indicate a pupil is being bullied include:

- Reluctance to attend school or particular lessons
- Increased anxiety, withdrawal, or becoming unusually quiet
- Unexplained changes in mood or behaviour
- Books, bags, money or belongings going missing or being damaged
- Unexplained physical marks or injuries
- Difficulty sleeping or appearing tired

- Changes in eating habits
- A drop in attainment or engagement
- Choosing to spend time with adults rather than peers
- Reluctance to use technology or social media

Staff will take these indicators seriously and investigate promptly. The school recognises that pupils with Additional Learning Needs may be more vulnerable to bullying and may face additional barriers to reporting.

5. Preventative Measures

Clare House School will seek to prevent bullying through: clear behaviour expectations; explicit teaching of kindness, respect and responsibility; promotion of democratic values, mutual respect, tolerance and the rule of law; pastoral support systems; staff supervision during break times; age-appropriate education on digital safety; and encouraging pupils to speak up. Staff will model respectful behaviour at all times.

6. Reporting Bullying

Pupils will be encouraged to tell a teacher or trusted adult and to report concerns about themselves or others. Parents will be encouraged to contact the school if concerned. All reports will be taken seriously and responded to appropriately. The school will reassure any victim that they are being taken seriously and will be supported and kept safe.

7. Investigation

Where bullying is alleged: the incident will be recorded; the alleged victim and alleged perpetrator will be spoken to separately; witnesses may be interviewed; relevant staff will be informed; and parents will be contacted where appropriate.

Where behaviour raises safeguarding concerns, including where bullying may constitute child-on-child abuse, the Safeguarding and Child Protection Policy will be followed immediately.

8. Response and Sanctions

Sanctions will be proportionate and in line with the Behaviour, Rewards and Sanctions Policy. These may include: restorative conversations; loss of privileges; internal suspension; fixed-term suspension; and permanent exclusion in serious cases.

The school will take a trauma-informed approach. The focus will be on: stopping the behaviour; supporting the victim; addressing underlying causes; and preventing recurrence.

9. Support for Pupils

Support may include: pastoral check-ins; restorative meetings (where appropriate); behaviour support plans; ALN support where relevant; and referral to external agencies where necessary. The school recognises that both victims and perpetrators may require appropriate support.

10. Record Keeping and Monitoring

All bullying incidents will be recorded securely. Senior leaders will monitor patterns and trends, review the effectiveness of interventions, and report patterns to the Board of Directors. Persistent or serious incidents will be escalated appropriately.

11. Equality and ALN

The school recognises that pupils with Additional Learning Needs may be more vulnerable to bullying and that behaviour may reflect unmet needs. Reasonable adjustments will be made where appropriate. The school will ensure that pupils with ALN can access support safely and confidently.

12. Review

This policy will be reviewed annually each July by the Head of School and approved by the Board of Directors, or sooner in the event of legislative or regulatory change.

This policy supports compliance with Part 1 (Quality of Education) and Part 3 (Welfare, Health and Safety of Pupils) of the Independent School Standards (Wales) Regulations 2024.