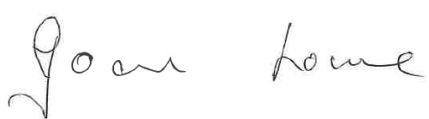




## **ANTI-BULLYING POLICY**

This policy was accepted by the Governing Body on:

**Signed:**   
Mrs Joan Lowe, Chair of Governors

**Date:** 6<sup>th</sup> December 2023

*The policy will be reviewed every 3 years.*

**Date of next review:** Autumn Term 2026

## **Introduction**

At Ysgol Rhiwabon, our aim is to provide a welcoming, secure and safe environment. Providing successful inclusive education increases the need to support all staff in preserving good order and discipline within an environment conducive to meeting the needs of all our students.

This policy takes due regard of the current Welsh Government guidance. At Ysgol Rhiwabon we follow the principles and recommendations set out in this guidance. Our aim is to create an environment in which the use of force in relation to a pupil is unlikely and situations are diffused before it becomes necessary. Staff are regularly trained on positive behaviour management to ensure that we are proactive and escalate behaviour and concerns wherever possible.

## **Aims**

We aim to:

- prevent bullying
- create a climate where bullying is not accepted in any form
- educate our students and staff to be aware of the signs of bullying
- ensure that staff respond consistently and appropriately to any reported or known incidents of bullying
- empower victims of bullying to seek help
- inform parents
- involve everyone in action against bullying
- support those involved in bullying to change their behaviour
- identify key staff who will support students, making it clear who will support.

## **Definition of Bullying**

Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts others either physically or emotionally.

Bullying is expressed through a range of hurtful behaviours: it can happen face-to-face or in the digital environment. It can be carried out by an individual or group but is generally executed in front of an audience to assert power or popularity. It may involve an element of secrecy so that adults are not aware of it.

Bullying is meant to hurt – the person or people doing the bullying know what they are doing and mean to do it.

Bullying happens more than once – there will be a pattern of behaviour, not just a 'one-off' incident

Bullying involves an imbalance of power – the person being bullied will usually find it very hard to defend themselves.

Bullying of children and young people takes many forms:

- **Verbal** e.g. name calling, taunting, threats, offensive/personal remarks
- **Physical** e.g. kicking, hitting, taking and damaging belongings
- **Emotional** e.g. spreading nasty stories, gossiping, excluding from social groups
- **Relational** e.g. target's relationships or social status: drawing their friends away, exploiting a person's special educational needs (SEN) or long-term illness, targeting their family's social status, isolating or humiliating someone or deliberately getting someone into trouble
- **Cyber-bullying** e.g. e-mails, picture/video clip bullying, Instant Messaging (IM), social media
- **Sexual** – unwanted touching, threats, suggestions, comments and jokes or innuendo. This can also include sextortion, so called 'revenge porn' and any misuse of intimate, explicit images of the student targeted
- **Indirect** e.g. graffiti, defacing of property, display of indecent, class, disability, homophobic, racist or sexist material.
- **Prejudice-related** bullying of a student or a group of students because of prejudice. This could be linked to stereotypes or presumptions about identity. Prejudice can and does also extend beyond the protected characteristics and can lead to bullying for a variety of other reasons such as social status and background.

**Bullying is not;**

- friendship fallouts
- a one-off fight
- an argument or disagreement
- a one-off physical
- insults and banter
- a one-off instance of hate crime

**Policy Elements**

Including the above, the main elements of this policy are;

- how awareness of bullying will be raised
- how anti-bullying work will be embedded in the curriculum
- signs a child or young person might be experiencing bullying
- how to report bullying
- how the school will respond to reports/incidents of bullying
- how incidents will be recorded and monitored
- how learners and/or parents/carers can appropriately escalate the matter if they do not feel that their concerns are being taken seriously
- how the school will evaluate and review their policy and strategy

**Awareness and the Curriculum**

Ysgol Rhiwabon raises the awareness of bullying as an ongoing process through bi-annual PSE sessions, Year Group Assemblies, Tutor Group Time, subject areas, informal discussion, Youth Worker intervention and SAP sessions.

Staff will give care and support to create and maintain a safe learning environment where all students feel safe, secure and valued and know they will be listened to and taken seriously in line with the school ethos.

The school will seek to develop links with the wider community that will support inclusive, anti-bullying education.

### **Signs a child or young person might be experiencing bullying**

Students who are being bullied may not report it. However, there may be changes in their behaviour, such as becoming shy and nervous, feigning illness, taking unusual absence or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. All school staff will be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy. Students who are bullying others also need support to help them understand and change their behaviour. Students who are aware of bullying ('bystanders') can be a powerful force in helping to address it and will be encouraged to do so in a safe way. All students will be encouraged to report bullying by:

- Talking to a member of staff of their choice
- Talking to a parent or sibling who can contact school on their behalf
- Talking to a peer/student who can talk to a teacher on their behalf

### **How to report bullying**

All concerns about bullying will be taken seriously and investigated thoroughly.

Students are told regularly that any incidents of bullying towards themselves or towards others should be reported to an appropriate member of staff as soon as possible.

Parents are encouraged to report concerns about bullying and to support the school in tackling it. Trying to resolve bullying directly with the bully or their families can lead to problems escalating if the school staff are unaware.

### **How the school will respond to reports/ incidents of bullying**

The school will take the following steps when dealing with concerns about bullying:

- If bullying is suspected or reported, it will be dealt with immediately by the member of staff who has been made aware of it directly or by referring to the appropriate Lead Learner.
- A clear account of the concern will be recorded and given to or retained by the Lead Learner.
- The investigating member of staff will interview everyone involved and keep a detailed record. This will be held in line with the school's data protection policy/practice.

- The SLT Link will be kept informed and if it persists they can support/ advise the Lead Learner as required.
- Parents and other relevant adults will be kept informed.
- Where bullying occurs outside school, any other relevant schools or agencies will be informed and advice/support obtained.
- More often than not, restorative conversations with those involved can resolve minor incidents of bullying.
- School sanctions will be used as appropriate and in consultation with all parties involved.

The school may use one or more of the following sanctions in response to bullying:

- A verbal reprimand
- Behaviour Points
- Detention at break or lunchtime, or after school
- Referring the pupil to a senior member of staff
- Meeting with parents
- Form Tutor and Lead Learner Reports
- IBP and PSP support plans
- Internal Exclusion
- Fixed Term Exclusion
- Permanent Exclusion

### **How the school deals with incidents that are off the school site**

Where incidents that happen outside school including;

- activities arranged by the school such as work experience placements, educational visits and sporting events
- on the way to and from school
- when wearing school uniform in a public place
- was/were otherwise readily identifiable as a member/members of the school
- using social media, text, email, instant messaging, gaming

If any of these are clearly having a detrimental effect on the lives of students in the school or the reputation of the school, they will be investigated by school staff, in conjunction with the parents and the local police if necessary. Appropriate action will be taken.

### **How Incidents will be recorded and monitored**

Pastoral staff will check at regular intervals on the welfare of a student who has been bullied, and this will rely on students reporting any repetition. Whilst the sanctions outlined above will be used as appropriate, both students and parents must understand that we cannot take action if we are not made aware.

All incidents of reported bullying are recorded on the school's electronic data system (SIMS) linked to the students concerned with the actions taken and the outcomes of this.

Lead learners also hold 'Bullying Logs' for monitoring bullying incidents across individual year groups.

### **How learners/parents/carers can appropriately escalate the matter if they do not feel that their concerns are being taken seriously**

The majority of concerns about bullying will be resolved through discussion between home and school. However, where a parent feels their concerns have not been resolved, they are encouraged to speak with members of SLT initially and then use the formal Complaints Procedure if necessary.

#### **Support**

Links are available through the school website

Peer Educators, coordinated by the Youth Workers on site, are available to support bullies and their victims

Other agencies, such as Childline, are advertised in the school and contact information is available on the internet.

#### **Responsibility and Accountability**

Form Tutors, Lead Learners and SLT deal initially with reports of bullying.

#### **Monitoring and Evaluation**

The school monitors bullying and evaluates its response to bullying through periodical questionnaires, feedback from counsellors and the peer education group as well as pastoral line manager meetings.

It is the governing body's role to monitor the levels of bullying in the school. The Headteacher reports on bullying in the termly report to governors. In addition, it is the role of the Students' Committee of the governing body to consider the school's anti-bullying policy, and make recommendations if it wishes to do so. It also receives details on bullying from time to time, and at least annually, for review.

This anti-bullying policy will be reviewed by the headteacher and Governing Body every 3 years. At each review, the policy will be approved by the headteacher.

#### **Links with other policies**

This anti-bullying policy is linked to the following policies:

- Safeguarding policy
- Behaviour policy