



Ysgol Gymraeg Pwll Coch

Anti-Bullying Policy

Introduction

This school believes that bullying behaviour is totally unacceptable and must not be tolerated. All members of the school community share a collective responsibility for tackling bullying should it occur and in working together to promote positive behaviour. The school acknowledges it has a legal duty to prevent and tackle all forms of bullying behaviour.

This policy is designed to be read alongside the principles and practices enshrined in the school's: Anti Hate Incident/Crime and Harassment Policy; Behaviour Policy; Attendance Policy and Safeguarding/Child Protection Policy.

In setting policy objectives for this school, we will take due regard to the Equality Act 2010 general duty to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act.
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; this means removing or minimising disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic.
- Take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it.

This school policy is based on the Welsh Government guidance series 'Challenging Bullying – Rights, Respect, Equality' which includes statutory guidance for local authorities and governing bodies, as well as advisory guidance for children and young people, parents and carers.

We will ensure that all pupils, parents, staff, governors, and others are aware of this policy and know that appropriate action will be taken.

We acknowledge that bullying can and does happen in all schools, play & youth settings, as well as in the wider community; and that bullying can happen to adults in the workplace. The school will endeavour to respond appropriately as if it had happened on site by involving external agencies.

Aims

This policy in partnership with the Anti- Hate Crime, Hate Incident and Harassment Policy is essential to support our whole school ethos, which is to ensure that children can learn without fear, feel safe, secure, confident and happy free from humiliation, harassment, oppression, and abuse. It is designed to prevent bullying behaviour wherever possible, to respond consistently in line with agreed procedures should it occur and to provide support to those involved as appropriate.

Objectives and desired outcomes of the policy

- reduce the frequency of bullying incidents, including for pupils with protected characteristics.
- increase the likelihood that incidents will be reported to a responsible adult.
- intervene effectively when incidents occur.
- improve pupil attendance.
- equip pupils with strategies to respond to bullying behaviour.
- reinforce the anti-bullying ethos with whole school inset, staff meetings etc.
- ensure all stake holders understand what bullying is and how to recognise it.
- listen and act on pupil opinion.
- provide peer support and reinforce the anti-bullying message through Health and Wellbeing/ PSE.
- make school a safer and more enjoyable place.

What is Bullying?

There is no legal definition of bullying in Wales. Previous Welsh Government anti-bullying guidance (Respecting others: Anti-bullying overview, Guidance document No: 050/2011) states that bullying is:

- deliberately hurtful (including aggression);
- repeated over a period of time (whilst recognising that a one off incident can leave a pupil traumatised and nervous of future recurrence);
- difficult for targets to defend themselves against.

This school uses the definition provided by Welsh Government - Rights, respect, equality: Statutory guidance for governing bodies of maintained schools (2019):

“Behaviour by an individual or group, usually repeated over time, that intentionally hurts others either physically or emotionally.”

Bullying is about power. Victims feel powerless to stop it. Others, such as parents for instance, may feel powerless to know how to help. Whatever the reason, bullying is never acceptable and will not be tolerated.

Bullying can take many forms but may be:

- **physical** – kicking, tripping someone up or shoving them, injuring someone, damaging their belongings or gestures of intimidation;
- **verbal** – taunts and name-calling, insults, threats, humiliation or intimidation;
- **emotional** – behaviour intended to isolate, hurt or humiliate someone; sly or underhand actions carried out behind the target’s back or rumours/spreading’ bullying that tries to harm the target’s relationships, drawing their friends away, isolating or humiliating someone or deliberately getting someone into trouble;
- **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 learner targeted;
- **online (cyber)** – using any form of technological means, mobile phones, social networks, gaming, chat rooms, forums or apps to bully via text, messaging, images or video;
- **Prejudice-related** – bullying of a learner or a group of learners because of prejudice. This could be linked to stereotypes or presumptions about identity. Prejudice-related bullying includes the protected characteristics. (Including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation) 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.

For definitions on hate crime/incidents and harassment refer to Hate Incident / Crime and Harassment Policy.

Possible Signs of Bullying

Those being bullied may show changes in behaviour such as becoming shy and nervous, feigning illness or clinging to adults. Their schoolwork may deteriorate. They may lack concentration or truant from school.

Our whole school approach to preventing bullying includes:

- Appoint an anti-bullying, hate crime, hate incidents and harassment lead - This could be a designated role for an individual or a team.
- The key responsibilities would be: anti-bullying / anti-hate and harassment policy creation; review and ongoing development; implementation of policy and monitoring of its effectiveness and progress; managing the bullying incident process, e.g. interventions used, reporting, recording, monitoring and evaluating; ensuring new staff/pupils/parents are inducted into the policy.
 - Ensure all staff are trained to the appropriate level on Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV)
- Raise awareness about bullying behaviour by arranging Anti-bullying week activities every November / assemblies / PSE sessions / curriculum content.
- Use opportunities across the new curriculum for Wales 2022 to embed positive behaviour and respect. Opportunities will not be limited to the Health and Wellbeing Area of Learning Experience but extended across all curriculum areas and beyond.
- Utilise opportunities for addressing bullying through, displays, posters, restorative justice sessions, peer support and the School Council.
- Make the information in this policy available to everyone in our school community – through availability on the school website.
- Involve all members of the school community in designing /implementing the policy- using school council to develop a “child friendly version”
- Develop a positive ethos which includes knowing bullying is unacceptable.
- Expect positive behaviour which helps and supports learning and development...see Behaviour Policy.
 - Promote co-operation and expecting socially responsible behaviour.
- Encourage bystanders who witness bullying to act positively by alerting staff and exerting collective peer pressure to deter perpetrators.
- Value and celebrating everyone’s differences, skills and talents.

- Support the development of emotional literacy, self-esteem and resilience through: assemblies, group work, Circle Time, PSE, the Healthy Schools programme, skills development, teaching pupils personal coping strategies, School Council involvement, Buddy schemes, peer mentoring, mediation and Restorative Approaches.
- Train all staff including lunchtime staff and learning coaches, teaching assistants and support staff to identify bullying and follow school policy and procedures on bullying. Training needs will be reviewed annually for all members of staff.
 - Actively create “safe spaces” for vulnerable children and young people.
 - Where appropriate use trained mediators (eg. Police Schools Liaison Officers) in achieving a suitable resolution;
 - Continuously review and update policy in line with best practice and findings.
 - Contact relevant outside agencies where appropriate.
 - Actively involve our designated School Police Officer in the delivery of the Wales Police School Programme.
 - Show respect for others and challenging and educating about inappropriate language that is; racist, homophobic, sexist, religiously biased, disablist or would be deemed offensive or derogatory by any protected groups named in the Equality Act.
 - Set out clear guidelines for parents/carers wishing to complain about bullying. Under section 29 of the Education Act 2002 school governors are required to have and publicise a complaints procedure. A school complaints procedure must be available on the school website and/or made available on request from the school. The policy must explain the process for raising a complaint.
 - Set out clear age-appropriate guidelines for pupils wishing to complain about bullying.
 - All staff model appropriate positive behaviours by example.

We will involve students by

- Regularly canvassing students' views on the extent and nature of bullying;
- Ensuring students know how to express worries and anxieties about bullying;
- Ensuring all students are aware of the range of sanctions that may be applied against those engaging in bullying;
- Involving students in anti-bullying campaigns in schools;
- Offering support to students who have been bullied;
- Working with students who have been bullied to address the problems they have.

We will work closely with families to:

- Ensure that parent(s)/carer(s) know whom to contact if they are worried about bullying;
- Ensure parents know about our policy by publicising it on the school website and giving guidance on how to use it effectively;
- Ensure parent(s)/carer(s) know where to access independent advice about bullying;
- Work with parent(s)/carer(s) and the local community to address issues beyond the school gates that give rise to bullying.

Encouraging reporting if Bullying occurs:

It is important that we create an atmosphere in our school where anyone who is being bullied, or others who know about it, feel that they will be listened to, and that action taken will be swift and sensitive to their needs. Disclosure (telling an adult) can be direct and open or indirect and anonymous. Everyone must realise that not telling means that bullying is likely to continue.

Our whole school approach to responding to bullying incidents includes:

- Pupils and parents/carers can be assured that their concerns will be responded to with sensitivity.
- All reports will be taken seriously and investigated.
- Confidentiality for anyone who shares information will be respected.
- Opportunities for children to communicate concerns to any member of staff, representation on the School Council and buddies/mentors who will pass on concerns.

If bullying occurs we will implement the following procedures, as appropriate, in line with the Welsh Government guidance series 'Challenging Bullying – Rights, Respect, Equality' We will take all incidents seriously and record their occurrence on My Concern.

A designated person will monitor and collate information on victims of bullying and perpetrators, that person will:

- Investigate the incident / establish facts by independently talking to all involved.
- Use appropriate Restorative intervention techniques to manage difficulties between perpetrators & targets; encourage reconciliation where this is possible/ feasible.

- Where bullying behaviour has been established, implement agreed sanctions consistently and fairly as necessary to prevent further incidents.
- Involve parents as early as possible where appropriate.
- Keep accurate, factual records of all reported incidents and the school's response.
- Always follow-up incidents after they have been dealt with and review outcomes to ensure bullying behaviour has ceased.
- Provide on-going support for those involved where necessary; Welsh Government leaflets are available for children, young people and parents/carers.

The school will offer a Restorative Approach and look to repair harm. It may also, depending on the type of incident, use sanctions, these may include;

- Withdrawing privileges/free time.
- Preventing access to parts of school.
- Short or long term exclusion, detention or lunchtime exclusion.
- Involving parents when necessary.
- Involving appropriate outside agencies.
- Including details on the perpetrator's school record.

Support for staff who are bullied

Bullying of staff, whether by pupils, parents, or colleagues, is unacceptable. The school will seek to comply with advice from the Welsh Government for headteachers and school staff on how to protect themselves from cyberbullying and how to tackle it if it happens.

Review, Monitoring and Evaluation

The final details of this policy have been drawn up in consultation with pupils, parents, staff and members of the school community. It will be discussed, reviewed, and revised annually. This policy and accompanying procedures will be monitored and the effectiveness will be evaluated in the light of:

- numbers of pupils being bullied.
- pupil's willingness to report incidents
- staff vigilance and response to bullying behaviour

- numbers of pupils and parents feeling secure about the school's response to bullying.

Data will be gathered via MyConcern.