Anti-bullying Policy

**Aims**

This policy aims:

- to demonstrate that the school takes bullying seriously and that it will not be tolerated;

- to set out measures to prevent all forms of bullying in the school and on off-site activities;

- to support everyone in the actions to identify and protect those who might be bullied;

- to demonstrate to all that the safety and happiness of pupils is enhanced by dealing positively with bullying;

- to promote an environment where it is not an offence to tell someone about bullying; and

- to promote positive attitudes in pupils.

**The School’s Commitment**

The school is committed to providing a caring, friendly and safe environment for all pupils so that they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at the school, whether it is on site or on off-site activities.

If bullying does occur, all pupils should be able to tell someone, and know that incidents will be dealt with promptly and effectively. This means that anyone who knows that bullying is happening is expected to tell the staff.

All governors, staff, pupils and parents should have an understanding of what bullying is and what the school’s procedures are for responding to bullying.

The school takes bullying seriously. Pupils and parents should be assured that bullying will not be tolerated and that pupils will be supported when bullying is reported.

**What Is Bullying?**

Bullying is defined as the use of deliberate aggression with the intention of hurting another person. Bullying is persistent and results in pain and distress to the victim.

Bullying can be:

• Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)

• Physical - pushing, kicking, hitting, punching or any use of violence

• Racist - racial taunts, graffiti, gestures

• Sexual - unwanted physical contact or sexually abusive comments

• Homophobic - because of, or focussing on the issue of sexuality

• Verbal - name-calling, sarcasm, spreading rumours, teasing because of size etc.

• Cyber - all areas of internet such as email & internet chat room misuse, social networking

• Mobile threats by text messaging & calls, misuse of associated technology, i.e. camera & video facilities

**Why is it important to respond to bullying?**

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. We have a responsibility to respond promptly and effectively to issues of bullying.

**Signs and Symptoms**

A child may indicate by signs or behaviour that he or she is being bullied. To those who know the child this may simply be a feeling that ‘things aren’t quite right’. Adults should be aware of these possible signs and that they should investigate if a child:

• Is frightened of walking to or from school

• Doesn't want to go on the school / public bus

• Changes their usual routine

• Is unwilling to go to school (school phobic)

• Begins to truant

• Becomes withdrawn, anxious, or lacking in confidence

• Starts stammering

• Attempts or threatens suicide or runs away

• Cries themselves to sleep at night or has nightmares

• Feels ill in the morning

• Begins to do poorly in school work

• Comes home with clothes torn or books damaged

• Has possessions which are damaged or " go missing"

• Asks for money or starts stealing money (to pay bully)

• Has dinner or other monies continually "lost"

• Has unexplained cuts or bruises

• Comes home starving (money / lunch has been stolen)

• Becomes aggressive, disruptive or unreasonable

• Is bullying other children or siblings

• Stops eating

• Is frightened to say what's wrong

• Gives improbable excuses for any of the above

• Is afraid to use the internet or mobile phone

• Is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

**Training**

The Head Teacher is responsible for arranging a programme of staff development, which will include anti-bullying strategies. This will include training for education support staff and governors as well as teachers. The school will also arrange training for students (including assertiveness training) where the Head considers it appropriate.

**Criteria for Success**

The governing body will:

• from time to time determine the criteria for success;

• require the Head to report annually on the success of the policies and actions taken;

• Within the school self evaluation report, indicate how the school is progressing in determining 'How well are learners cared for, guided and supported?'

• The school is committed to the Welsh Assembly Government’s policy which adopts the United Nations’ Convention on the Rights of the Child as the basis of its dealings with young people.

• The school will adhere to adopting those seven core aims to ensure that all young people will:

o have a flying start in life;

o have a comprehensive range of education and learning opportunities;

o enjoy the best possible health and are free from abuse victimisation and exploitation;

o have access to play, leisure, sporting and cultural activities;

o are listened to with respect and have their own race and cultural identity recognised;

o have a safe home and a community which supports physical and emotional well-being;

o are not disadvantaged by poverty.

**Responsibilities**

**Governing Body**

Legal requirements

The law requires that governing bodies must:

• Make, and from time to time review, a written statement of general principles to guide the Head in determining measures to promote good behaviour;

• Consult the Head, other appropriate members of staff, parents and all students on this statement of principles;

• Promote the well-being of pupils;

•Exercise their functions with a view to safeguarding and promoting the welfare of pupils;

• Have a race-equality policy;

• Assess and monitor the impact of their policies (including the race-equality policy) on students, staff and parents, with particular reference to the impact on pupils' attainment;

• Have a disability equality scheme and make reasonable adjustments to avoid placing disabled pupils at a substantial disadvantage in comparison with pupils who are not disabled;

• Establish procedures for dealing with complaints about bullying and all matters relating to the school, and publicise these procedures.

In order to discharge these legal duties the governing body will:

• discuss, review and endorse agreed strategies on the initiative of the ‘nominated governor’, and in any case will discuss the Head’s annual report on the working of this policy;

• make and implement the following policies:

- race equality;

- disability equality;

- equal opportunities;

- behaviour and discipline.

**The Head**

The Head has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils.

The law requires that the Head must:

Determine the more detailed measures (rules, rewards, sanctions and behaviour-management strategies) on behaviour and discipline that form the school's behaviour policy by acting in accordance with the governing body's statement of principles in so doing.

The policy determined by the school must include measures to be taken with a view to 'encouraging good behaviour and respect for others on the part of pupils and, in particular, preventing all forms of bullying among pupils'.

In order to discharge the legal duty the Head will:

• Determine measures to be taken to prevent bullying, taking into account any advice given by the governing body;

• ensure that all staff have an opportunity of discussing strategies and reviewing them;

• determine the strategies and procedures for developing positive attitudes and relationships, encouraging good behaviour and respect for others;

• discuss development of the strategies with the Leadership Team;

• ensure appropriate training is available;

• ensure that the procedures are brought to the attention of all staff, parents and pupils; and

• report annually to the governing body.

**Class teachers will:**

• be responsible for liaising with the Senior Leadership Team over all incidents involving pupils in their class;

• be involved in any agreed strategy to achieve a solution; and

• take part in any anti-bullying programme through PSE.

**All Staff will:**

• know the policy and procedures;

• be observant and to ask students what is happening to them;

• deal with incidents according to the policy;

• never let any incidence of bullying pass by unreported, whether on-site or during an off-site activity;

• apply any disciplinary penalties fairly and in accordance with the school’s policies; and

• participate in PSE courses.

**Pupils are responsible for:**

• reporting instances of bullying as soon as possible;

• participating in any investigation; and

• taking any action determined by the staff of the school for combating any bullying.

**Parents are responsible for:**

• reporting any concerns they may have over possible bullying;

• encouraging the pupil to report incidents and to participate in any action determined by the school;

• cooperating with the school in any action the school decides to take; and

• if a parent of a bully, to cooperate with the school in changing the student’s behaviour.

**Anti-Bullying Education in the Curriculum**

The school will raise the awareness of the anti-social nature of bullying through a PSE/SAP, school assemblies, the School Council, use of other curriculum time.

• the PSE co-ordinator is responsible for initiating and developing with appropriate colleagues an anti-bullying programme as part of the PSE; and

• Subject leaders are responsible for introducing anti-bullying material in their programmes of study as appropriate.

Changing the attitude and behaviour of bullies will play a major part in the strategies used by the school.

**Anti-bullying Procedures**

**Parents**

If parents suspect their child is being bullied they should contact the school. Parents should be prepared with the signs and symptoms and any suspicions they have regarding those carrying out the bullying.

Parents must leave the initial investigation to the school. Any attempt to resolve the issue themselves will inevitably make the matter worse. Parents should encourage their child to talk to their class teacher or other member of staff.

**Pupils**

If a pupil feels they are being bullied they must tell an adult, parent, or other member of staff. Pupils who witness bullying must tell an adult, parent, or a member of staff.

**Staff**

If bullying is reported to a member of staff they will record the details as presented to them and pass on to the class teacher in the first instance:

• Reflection – What has happened? Could it have been different?

• Resolution – How can we try to ensure this doesn’t happen again?

• Reconciliation – How we put things right between those involved?

In cases of serious bullying, staff will record the incidents and report it to a member of the Senior Leadership Team. In serious cases **STAFF** should be informed and will be asked to come in to a meeting to discuss the problem.

If necessary and appropriate, police will be consulted.

Time out may be used if deemed appropriate.

*Pupils who have been bullied will be supported by:*

• Offering an immediate opportunity to discuss the experience with a member of staff of their choice;

• Reassuring the student;

• Offering continuous support with a designated member of staff;

• Restoring self-esteem and self-confidence;

• Referral to a counsellor; or

• Offering continuous support and advice to parents.

*Pupils who have been bullied will be helped by:*

• Discussing what happened;

• Discovering why the pupil became involved;

• Establishing the wrong-doing and the need for change;

• Informing parents to help change the attitude of the pupil; or

• Referral to a counsellor/ behaviour support.

Changing the attitude and behaviour of bullies will be part of the responsibility of the positive procedures used by the school. However, the school recognises that sanctions will also have to be used against bullies.

**Counselling**

The school is prepared in appropriate cases to arrange counselling for both bullies and the bullied.

Kidscape gives advice on child safety policy. It runs a Helpline for parents and children - Tel: 08451 205204. It also organises free one-day sessions for bullied children. Wales – Childline etc.

**Sanctions**

Pupils who have bullied will be punished appropriately according to their behaviour, in accordance with the school’s disciplinary procedures. For persistent offenders or incidents considered as gross acts of aggression, a student may be permanently excluded.

**Complaints**

If a parent or guardian is dissatisfied with the nature or swiftness of a response made by the school following a reported incident of bullying, he/she may wish to make a complaint. The complaints procedure for a case of bullying follows the guidance from the school’s Complaints Policy. The underlying principle of the policy is that any concerns raised should be handled, if at all possible, without the need for formal procedures. If however the informal procedures are unsuccessful and the complainant wishes to take the matter further, formal measures will have to be taken in accordance with the Complaints policy procedures.

**Equal Opportunities**

In implementing this policy, the governing body, Head and staff will take into account the school’s equal opportunities policy.

**Monitoring and Review**

The Head will keep and consider reports on serious incidents, and make a report, with statistics, to the LA when necessary. The Head will consider the reports with the Senior Leadership Team to determine what can be learned from the incidents and how they were handled with a view to improving the school’s strategies.

The Head will inform the governing body annually of any bullying related issues.

The governing body will review the policy every three years, or earlier if the governing body considers it is necessary.