

YSGOL CAERGEILIOG FOUNDATION SCHOOL



ANTI BULLYING POLICY

Introduction

At Ysgol Caergeiliog Foundation School, in accordance with 'Every Child Matters', we aim to provide a safe, caring and friendly environment for all our pupils to allow them to learn effectively, improve their life chances and assist them to achieve their full potential.

We would expect each pupil to:

- feel safe in School,
- have an understanding of the issues relating to safety, such as bullying.

Should a pupil feel unsafe we would also wish to ensure that our procedures instill:

- such confidence that would enable him/her to approach the School for help.

Policy Development:

This policy was formulated in consultation with the whole School community with input from:

- members of staff,
- governors,
- parents/carers,
- children and young people,
- other partners

Pupils contribute to the development of the policy through the:

- School Council,
- Student Charity Committee
- Wellbeing Committee
- circle time discussions, etc.

The School Council will develop a Student friendly version to be displayed in:

- the School Hall
- Parent Weekly Information Updates
- School Website
- School App

Parents/Carers will be encouraged to contribute by:

- taking part in written consultations,
- parent meetings,
- parent focus groups producing a shorter parent's guide.

Roles and Responsibilities:

The Head Teacher Has:

- overall responsibility for the policy and its implementation
 - liaising with the governing body, parents/carers, LA and outside agencies
- and
- appointing an Anti-bullying coordinator who will have general responsibility for handling the implementation of this policy.

The Anti –bullying Coordinator in our School is:

The Headteacher

Responsibilities include:

- Policy development and review involving pupils, staff, governors, parents/carers and relevant local agencies
- Implementing the policy and monitoring and assessing its effectiveness in practice
- Ensuring evaluation takes place and that this informs policy review
- Managing bullying incidents
- Managing the reporting and recording of bullying incidents
- Assessing and coordinating training and support for staff and parents/carers where appropriate
- Co-ordinating strategies for preventing bullying behaviour

The nominated Governor with the responsibility for Anti-bullying (Behaviour) is:

Mrs. R Brown.

Definition of Bullying:

'Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally' (*Safe to Learn: embedding anti bullying work in schools (2007)*).

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent.

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of sexual, sexist, racist or homophobic bullying and when children with disabilities are involved.

If the victim might be in danger, then intervention is urgently required.

Bullying can include:

- name calling
- taunting
- mocking
- making offensive comments
- physical assault
- taking or damaging belongings
- cyber bullying - inappropriate text messaging and e mailing; sending offensive or degrading images by phone or via the internet
- producing offensive graffiti
- gossiping and spreading hurtful and untruthful rumours
- excluding people from groups.

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the 'bystanders' or 'accessories'. Why are children and young people bullied? ^[1]_[SEP]Specific types of bullying include:

- bullying related to race, religion, or culture
- bullying related to special educational needs or disabilities
- bullying related to appearance or health

- bullying related to gender identity
- bullying related to gender dysphoria
- bullying relating to sexual orientation
- bullying of young carers or looked after children or otherwise related to home circumstances
- sexist or sexual bullying

There is no hierarchy of bullying – all forms should be taken equally seriously and dealt with appropriately.

Bullying can take place between:

- young people
- young people and staff
- between staff
- individuals or groups

Certain groups of pupils are known to be particularly vulnerable to bullying by others. These may include pupils with:

- special educational needs such as learning or physical disabilities;
- young carers,
- Looked After children,
- those from ethnic and racial minority groups and those young people who may be perceived as lesbian, gay, bi- sexual, transgender or questioning their gender role.

Reporting and Responding to Bullying:

Our School has clear and well publicised systems to report bullying for the whole School community (including staff, parents/carers, children and young people) this includes those who are the victims of bullying or have witnessed bullying behaviour (bystanders).

An outline of the systems for reporting is as follows:

Pupils are encouraged to report by:

- contacting the Class Teacher
- contacting the School Secretary
- complete a Comment Form in Main School Foyer
- contributing in Wellbeing Committee
- contributing in School Council

Parents/carers:

- contacting the Class Teacher
- contacting the Headteacher
- contacting Parent Governors or the Chairman of the Board of Governors
- complete a Comment Form in Main School Foyer

All staff and visitors:

- contacting the Senior Teacher/s
- contacting the Headteacher
- contacting Parent Governors or the Chairman of the Board of Governors

Bystanders:

- contacting the School Secretary
- contacting the Headteacher
- contacting Parent Governors or the Chairman of the Board of Governors
- complete a Comment Form in Main School Foyer

Procedures:

All reported incidents are taken seriously and investigated, involving all parties.

The steps taken by the School include:

- Interviewing all parties.
- Informing parents.
- A range of responses appropriate to the situation: - solution focused, restorative approach, circle of friends, individual work with victim and perpetrator, referral to outside agencies if appropriate.
- Referral to Behaviour Policy and School Sanctions and how these may be applied including what actions may be taken if bullying persists.
- Follow up especially keeping in touch with the person who reported the situation, parents/carers.
- Support for the victim and the bully.

Recording Bullying and Evaluating the Policy

Bullying incidents will be recorded by the member of staff who deals with the incident and this will be notified to and held by the Anti-bullying coordinator.

The information we hold will be used to ensure individual incidents are followed up. It will also be used to identify trends and inform preventative work in School and development of the policy.

This information will be presented to the governors in an anonymous format as part of the Annual Report.

Strategies for Preventing Bullying:

As part of our ongoing commitment to the safety and welfare of our pupils we have developed the following strategies to promote positive behaviour and discourage bullying behaviour.

For example:

- Restorative Approaches
- Involvement in Healthy Schools
- PSHE/citizenship
- Specific curriculum input on areas of concern such as Cyberbullying and internet safety
- Student voice e.g. School Council, Student Charity Committee, Student Wellbeing Committee, Opinion Box (Parents and Pupils)
- Playground Buddying
- Parent Information
- Staff training and development for all staff
- Counselling and/or Mediation schemes
- Links with other policies: Behaviour, Cyberbullying and internet safety, Equalities Policy - Race, Sexist, Sexual, Transphobic, Homophobia, AN, PSHE and Citizenship.

Review of the Policy:

The Policy will be reviewed and updated annually. The Policy review will be linked to the Equality Policy and School Improvement Plan, working towards a more inclusive and harmonious ethos across the School community.

This Policy was prepared: January 2010

It was authorised by the Governing Body: September 2010

It was reviewed: January 2017

It will be reviewed: Annually

Review Detail:

January 2017

January 2018

January 2019

January 2020

June 2021