



YSGOL CWM
BROMBIL



Anti-Bullying Policy

July 2019

Policy Adopted:	
Policy Review Date:	
Additional Comments:	
Signed:	
(Chair of Governors)	

Rationale

We believe that every member of the Ysgol Cwm Brombil community has the right to feel welcome, secure and happy. We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn and can take full advantage of the educational opportunities available to them at school. Every member of the school, staff and students, have the right to be treated with respect.

Everyone at Ysgol Cwm Brombil agrees that bullying is not acceptable. As a school we take bullying seriously and it will not be tolerated. We aim to take a whole school approach to stop bullying. We are keen for pupils, parents, staff and the wider community to work together to keep everyone safe and comfortable whilst attending the school. If someone knows that bullying is happening, they are expected to report this to a member of staff.

Policy Aims

- To ensure that all members of Ysgol Cwm Brombil to understand the nature of bullying and how to respond to it.
- To set out the schools measures to minimise bullying behaviour.
- To set out the procedures for dealing with suspected cases of bullying.
- To offer advice and guidance to pupils and parents in relation to bullying.

Definition of Bullying

Bullying behaviour involves an imbalance of power to ***repeatedly*** and ***intentionally*** cause emotional or physical harm to another person or group of people.

Bullying can be:

- **Verbal:** name calling, sarcasm, spreading rumours, teasing.
- **Physical:** pushing, kicking, hitting, punching, any use of violence. It can also be the damage done to a person's property, clothing or work.
- **Emotional:** being unfriendly, excluding, tormenting, gesturing, or threatening.
- **Cyber:** all areas of internet such as email or text or social network sites. Also the misuse of associated technology.
- **Sexual:** unwanted physical contact or sexually abusive comments.

Bullying can be related to:

- Race: racial taunts, graffiti, gestures.
- Gender: unwanted sexual comments, sexual harassment.
- Homophobia: bullied because of, or focusing on, the issue of sexuality.
- ALN: bullied because of disability or health problems.
- Home circumstances: Inc. young carers, poverty, travellers.

Bullying can also take place through third person involvement, i.e. another person being encouraged to take part in any of the behaviours above.

Bullying is not:

It is important to understand that bullying is not the odd occasional falling out with friends. Isolated instances of hurtful behaviour, teasing or arguments between individuals will not be seen as bullying. It is not bullying if two people have a dispute or falling out; if pupils engage in rough and tumble play; or an individual exercises *legitimate authority* in directing the behaviour of another.

Disagreements are a natural part of life and during these times, pupils will say hurtful things when they are upset. It is an important part of a child's development to learn how to deal with friendship breakdowns, the odd name-calling or childish prank. We have a responsibility in helping pupils to learn how to deal with these situations and develop the social skills necessary to repair relationships.

At Ysgol Cwm Brombil, we define bullying as **repeatedly** and **intentionally** causing emotional or physical harm to another person or group of people.

It must be noted that any form of racist, sexist, homophobic or disablist remark will **never** be tolerated. It is never acceptable to make derogatory comments on a person's race, gender, sexuality or disability even in jest. All racist, sexist, disablist and homophobic comments will always be challenged and dealt with.

Preventing Bullying

At Ysgol Cwm Brombil we use a variety of methods to support pupils in preventing and understanding the consequences of bullying. This is through:

- Reinforced expectations of behaviour based on respect;
- Whole school Assembly themes, including issues of equality and diversity;
- Taking part in Anti-bullying Week every November;
- Involvement of outside agencies (e.g. Police Liaison Officer; YOT; Wellbeing Team) to educate pupils;
- Corridor displays to raise awareness;
- Lessons in key curriculum subjects such as PSHE, RS, Drama, English;
- Adopting a restorative justice approach to disagreements;
- Emotion Coaching and Peer mentor training and support;
- Anti-bullying logs;
- Whole staff training on bullying, equality and diversity;
- Access to the school counsellor during weekly drop in sessions;
- Consistent procedures and sanctions for dealing with bullying;
- Record of bullying filed in Assistant Head Teaches office and analysed to identify patterns;
- Reinforcing the general message that children do not have to be friends with everyone, but must be respectful of everyone else's feelings by being kind to each other.

Staff will reinforce behaviour expectations in line with the school behaviour policy. Staff will also follow the equality policy supporting every child in the school. Staff will ensure that they

model the appropriate behaviours expected from the pupils in school ensuring that they do not give other children advocacy to use individual difference to begin calling names or teasing. All staff will be vigilant of bullying at all times recording incidents of bullying with relevant details.

Procedures for dealing with bullying:

The procedures for dealing with bullying are separated into three stages. However, if the school deem the bullying to be of a severe nature, then it would be possible to proceed directly to stage 2 or 3. This decision would be made by a member of the SLT team on investigation of the incident.

Stage 1:

1. The person receiving the complaint will keep a written record of the conversation on the safeguarding area on provision maps. The incident will then be referred to the appropriate Head of Year in the first instance. If necessary, the victim will be interviewed by the appropriate member of staff and a written record will be kept on the action log. The pupil may also be given a bullying log to complete which is very useful in determining where, when, who and witnesses which if complete must be uploaded with the incident onto provision maps.
2. The alleged bully or bullies will be interviewed separately. A written record will be kept and uploaded.
3. Reassurance will be offered to the victim(s) and strategies will be discussed on how to deal with the incidents that have been experienced.
4. The perpetrator will be spoken to, told to stop and given an official warning. Parents need not be informed at this stage to allow the perpetrator the opportunity to repair the harm caused themselves through restorative justice. The perpetrator will also be informed of the consequences should the incident occur again.

At this point, many disputes are resolved. If this does not happen, it is essential that staff are informed.

Stage 2:

If the behaviour is repeated, the perpetrator's parents will be informed and invited in to the school to discuss the situation, again maintaining a log of parental conversation on provision maps safeguarding area. The pupil may be placed on a Behaviour Report Diary and the Senior Leadership Team will be made aware. Appropriate sanctions will be given depending on the severity of the bullying.

Stage 3:

In the cases of severe and persistent bullying, exclusion from school will follow the investigation.

All instances of bullying are recorded. Names, dates and logs are kept on each incident. This helps identify patterns.

Possible Sanctions for bullying:

1. Perpetrator given verbal warning by Head of Year.
2. Parents of perpetrator requested to attend a formal interview with Head of Year.
3. Place perpetrator on a Behaviour Report Diary.
4. Intervention put in place to change the attitude of the perpetrator, particularly if this is based on prejudice.
5. Perpetrator may have to attend social skills lessons.
6. Perpetrator and victim to partake in restorative justice.
7. Confine perpetrator at break and lunchtimes.
8. Withdrawing privileges, such as participation in school trips, fun days etc.
9. Place perpetrator in detention.
10. Require perpetrator to make a written apology and to provide appropriate restitution for any costs, or damages, resulting from the bullying.
11. Interview by Police Liaison Officer.
12. Refer perpetrator to SLT for internal exclusion.
13. Refer perpetrator to SLT for fixed term exclusion.
14. Refer perpetrator to SLT for permanent exclusion.

Advice for Pupils, parents and guardians

Signs of bullying:

A child may indicate signs or behaviours that he or she is being bullied. 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;
- Begs to be driven to school;
- Changes their usual routine;
- Is unwilling to go to school (school phobic);
- Begins truanting;
- 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 underachieve in class/homework;
- Comes home with clothes torn or books damaged;
- Possessions are stolen or damaged;
- Asks for money or starts stealing money (to pay bully);
- Has dinner money 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 is wrong;
- Give improbable excuses for any of the above.

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

Responding to bullying

Any bullying incident must be reported. Bullying can only be tackled effectively if we know there is a problem. Bullying can be reported to a:

- Class / Form Teacher;
- Head of Year;
- Safeguarding Officer
- Any member of the senior management team.

If you witness bullying of any kind then do not condone it by doing nothing. Report all incidents to adults you can trust. We are all part of the school community and have a responsibility to care and respect for each other.

Pupils:

If you are being bullied or you know of someone else being bullied you ***must tell someone***. Do not blame yourself for what has happened.

Remember:

- Tell your parents and in school tell your class teacher, form tutor, Head of Year or any other adult you trust.
- If it is urgent, tell the nearest adult. If they do not listen, tell someone else. ***Do not give up***. If you do not tell, nothing can change.
- If the person you want to tell is busy, ask them when they can see you and spend some time with you.
- Walk away from any dangerous situations and **get help**.

As well as telling, you can help stop bullying by:

- Being friendly towards people you know are being bullied, including them in your discussions, games, break-times and lunchtimes.
- Not laughing when someone is being bullied.
- Let an adult know if you see someone being bullied. Use the post box in the safeguarding area if you prefer to anonymise your complaint or find it difficult to talk.

Parents:

Parental support is seen as key to a successful anti-bullying initiative. In order to work together, it is essential that all parents encourage their children to be friendly and tolerant to others and not aggressive.

Many children may be involved in bullying at some time or another. Often parents are not aware that their child is involved in bullying (especially cyber-bullying) and may find it difficult to accept that their child could be involved. If you are informed that your child has bullied another pupil, you could:

- Talk with your child. Explain that what they are doing is unacceptable and that it makes other children unhappy.
- Show your child how they can join in with other children without bullying.
- Work with the school to support your child to change their behaviour.

The school has regular consultations and communication where parents can air any worries and concerns. Parents are advised via newsletters, prospectuses, open days etc. **not** to leave their children bring valuable items to school.

The school has an 'open door' policy for any parent wishing to discuss any matter related to their child. If a parent has a concern relating to their child's welfare then they are to contact the school. It would be helpful in these circumstances if parents could:

- Remain calm when discussing the incident;
- Be as specific as possible about what has happened;
- Do not encourage your child to hit back. It could make matters worse and result in your child getting into trouble.
- Talk with the school as to the best way forward for your child;
- Ask if there is anything that you can do to help your child at school;
- Stay in regular contact with the school.

If the bullying only occurs outside of school, contact the Police on **101** and keep the school informed.

If a parent is still concerned, they should contact a parent governor, Chair of Governors or the Local Education Authority for advice.

Cyberbullying

Most cases of cyberbullying will be dealt with through the school's anti-bullying procedures above. However, cyberbullying can be more difficult to investigate due to it happening outside of school hours. If this is that case, parents are encouraged to **contact the police on 101** to report the bullying.

Cyber bullying can include threats and intimidations; harassment or 'cyber-stalking'; vilification/defamation; exclusion or peer rejection; impersonations; unauthorised publication of private information or images; and manipulation of information.

If pupils are being bullied in this way it is normally possible to block/ignore particular users on social networking sites, which should mean the user could stop receiving unwanted comments. Most service providers and social networking sites have a 'report' function where

any inappropriate comments or posts can be removed by the site administrators. This is a quick and often instantaneous process. Another quick and effective way to get inappropriate material removed from the web is to ask the person who originally posted it to remove it.

Evidence of the bullying should be preserved as a record of abuse; save phone messages, record or save-and-print instant messenger conversations, print or produce a screen-shot of social network pages, print, save and forward whole e-mail messages. If images are involved, determine whether they might be illegal or raise child protection concerns. If so, contact the school's child protection officer immediately.

Parents should contact the police (101) or service providers to have content removed from sites and to report the bullying. The school should be made aware if this has been done so that they are able to monitor the situation in the school and, when necessary, work with the police to resolve the situation.

Civil and Criminal law (applicable to pupils over the age of 10)

Although bullying is not a specific offence in UK law, there are criminal laws that can apply depending on the form of bullying that has taken place.

- **Public Order Act 1986**
Section 5 makes it an offence to, with the intent to cause harassment, alarm and distress, use threatening, abusive or insulting words, behaviour, writing, signs or other visual representations within the sight or hearing of a person likely to be caused harassment, alarm or distress.
- **Crime and Disorder Act 1998**
An anti-social behaviour order (ASBO) can be made against any person, aged ten or over, where there is evidence that their behaviour caused, or is likely to cause, harassment, alarm or distress to others.
- **Protection from Harassment Act 1997**
This Act is relevant for incidents that have happened repeatedly (i.e. on more than two occasions).
- **Malicious Communications Act 1988**
Section 1 makes it an offence to send an indecent, grossly offensive or threatening letter, electronic communication or other article to another person with the intention that it should cause them distress or anxiety.
- **Protection of Children Act 1978 & Criminal Justice Act 1988**
If a teenager has in their possession an indecent image of another minor (under 18), they would technically be in possession of an indecent image of a child.

Other laws relating to bullying and cyberbullying are:

- Communications Act 2003
- Obscene Publications Act 1959
- Computer Misuse Act 1990
- Defamation Acts 1952 and 1996





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