

Anti-Bullying Policy

Ysgol Bro Dinefwr – Document Control	
Date Created/Update	09/2022
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Anti-Bullying Policy

1. Objectives of this Policy

Ysgol Bro Dinefwr's Anti-Bullying Policy outlines what we will do to prevent and tackle bullying. The school operates a zero-tolerance approach to all forms of bullying.

2. Our school community:

- Discusses, monitors and reviews our Anti-Bullying Policy on a regular basis.
- Supports staff to promote positive relationships and identify and tackle bullying appropriately.
- Ensures that learners are aware that all bullying concerns will be dealt with sensitively and effectively; that learners feel safe to learn; and that pupils abide by the Anti-Bullying Policy.
- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/Carers in turn work with the school to uphold the Anti-Bullying Policy.
- Seeks to learn from good Anti-Bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate.

3. Definition of bullying

Bullying is: "Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally".

Bullying can include: name calling, taunting, mocking, making offensive comments,; kicking; hitting; taking belongings; inappropriate text messaging and electronic messaging (including through web-sites, Social Networking sites and Instant Messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

4. Forms of bullying covered by this policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- bullying related to race, religion or culture.
- bullying related to special educational needs.
- bullying related to appearance or health conditions.
- bullying related to sexual orientation.
- bullying of young carers or looked after children or otherwise related to home circumstances.
- Sexist or sexual bullying
- Cyber bullying

5. Signs and symptoms of bullying

A child may indicate by signs or behaviour 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 and from school
- Doesn't want to go on a school/public bus
- Begs to be driven to school
- Changes in 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 schoolwork
- 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 improbably excuses for any of the above
- Is afraid to use the internet or mobile phone
- Is nervous and jumpy when a cyber message is received

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

6. Preventing, identifying and responding to bullying

We will:

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop learner's social and emotional skills, including their resilience.
- Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the School Council.
- Train all staff to identify bullying and follow school policy and procedures on bullying.

- Actively create “safe spaces” for vulnerable children and young people – *Cyfle* and *Adfer*.

7. Involvement of learners

We will:

- Regularly canvas children and young people’s views on the extent and nature of bullying.
- Ensure learners know how to express worries and anxieties about bullying.
- Ensure all learners are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve learners in anti-bullying campaigns in schools.
- Publicise the details of helplines and websites.
- Offer support to learners who have been bullied.
- Work with learners who have been bullying in order to address the problems they have.

8. Liaison with parents and carers

We will:

- Ensure that parents / carers know whom to contact if they are worried about bullying.
- Ensure parents know about our complaints procedure and how to use it effectively.
- Ensure parents / carers know where to access independent advice about bullying.
- Work with parents and the local community to address issues beyond the school gates that give rise to bullying.

9. Procedures

- Learners should report bullying incidents to any member of staff: their Form Tutor, Teaching Assistant, Classroom teacher, Pastoral Support Officer, Head of Year or SLT.
- The incidents will be recorded by staff who will pass ongoing issues on to *Adfer* staff and/or the Designated Safeguarding Person (DSP) who is Mr Stuart Thomas. All incidents of bullying should be recorded and updated on the MyConcern safeguarding software.
- In serious cases, parents/carers should be informed and will be asked to come into a meeting to discuss the problem.
- The bullying behaviour or threats of bullying must be investigated, and the bullying stopped quickly.
- An attempt will be made to help the bully (bullies) change their behaviour – this could include Emotional Literacy sessions; work with their tutor or Pastoral Support Officers.
- If necessary and appropriate, the School Police Beat Liaison Officer will be consulted.

10. Outcomes

- The bully (bullies) may be asked to genuinely apologise. This may take the form of a Restorative Meeting. Other consequences may take place such as detentions and when relevant parents will be informed.
- All staff will be informed of the incident in order to work together to prevent a reoccurrence.
- External agencies may be used to counsel the victim and work alongside the bully/bullies for behaviour patterns to be understood and modified. These could include the Youth Service, Area 43 Counsellor, Educational Psychologist, Police, Youth Offending Team, School Nurse.
- If possible, the learners will be reconciled using restorative practice. Strategies for improved behaviour will be discussed.
- After the incident(s) have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- The bully's parents may be asked to come to a meeting at school.

11. Links with other school policies and practices

This policy links with several other school policies, practices and action plans including:

- Complaints policy
- Behaviour policy
- Confidentiality policy
- PSE Policy
- E-Safety policy

12. Monitoring & review, policy into practice

We will review this policy annually as well as if incidents occur that suggest the need for review. The school uses the guidance by the Welsh Government, Department for Education, Kidscape and the Anti-Bullying Alliance to inform its action planning to prevent and tackle bullying.

13. Responsibilities

This policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying. It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, Senior Managers, Teaching and Non-Teaching staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the school community.
- Pupils to abide by the policy.

The named contact for this policy is: Mr S Thomas

This school policy has been developed in line with legal requirements and statutory guidance as highlighted in the Welsh Assembly Government circular 23/2003 Respecting Others: Anti-bullying guidance, and a subsequent document 050/2011 Respecting Others: Anti-bullying overview. Also Working Together to Safeguard Children (2013); Children’s Act (2004), Every Child Matters, Education and Inspectors Act Wales (2006), Equality Act (2010), National strategies on Behaviour and Attendance, National Healthy Schools Programme. Rights, respect, equality: Statutory guidance for governing bodies of maintained schools: Welsh Government

Signed:

Chair of Governors: _____ **Date:** _____

Head teacher: _____ **Date:** _____

Annex A

Allegations or suspicions of bullying procedure

To ensure consistency and adherence to the Anti-bullying Policy please follow the steps below when dealing with allegations or suspicion of bullying.

Action	Task completed (Y/N)	Date & Time
Record allegation or suspicion on MyConcern. <ul style="list-style-type: none"> This may be raised directly by the parent/carer or Raised directly by the learner(s) 		
The allegation or suspicion of bullying is investigated and recorded on the MyConcern file applicable to the learner(s). <ul style="list-style-type: none"> Witness statements collected from learner(s), scanned to PDF and uploaded to MyConcern. Witness statements must include the learners first name, surname, Form Class, date, time and signature. 		
Conduct and interview with the alleged perpetrator of the bullying incident. <ul style="list-style-type: none"> Witness statements collected from the alleged perpetrator, scanned to PDF and uploaded to MyConcern. Witness statements must include the learners first name, surname, Form Class, date, time and signature. Additional notes or information uploaded to the MyConcern file. 		
Feedback progress and updates to both the alleged victim and alleged perpetrator's parents/carers. In serious cases, parents/carers will be invited to attend school in person to discuss the allegations <ul style="list-style-type: none"> Discuss the option of Restorative Practices to resolve the issue. Obtain consent from learners and parents/carers before conducting R.P sessions. Document outcomes on MyConcern. 		
Offer the alleged victim of bullying appropriate support and document actions, for example: <ul style="list-style-type: none"> Area 43 Counselling School-Based Youth Worker intervention Pastoral Support Officer intervention (TISUK) School Nurse 		
Offer the alleged perpetrator support to help modify their behaviours and document actions, for example: <ul style="list-style-type: none"> Strategies to improve behaviour Area 43 Counselling 		

<ul style="list-style-type: none"> • School-Based Youth Worker intervention • Pastoral Support Officer intervention (TISUK) • ELSA • Educational Psychologist • School Police Beat Liaison Officer • Youth Offending Team • School Nurse 		
<p>Consequences agreed and documented.</p> <ul style="list-style-type: none"> • Bullying category assigned on ClassCharts with a general synopsis provided in the description. <p>Possible consequences may involve:</p> <ul style="list-style-type: none"> • Detentions • On-Report • Behaviour Support Plan • Fixed-term exclusion • Referral to an external agency 		
<p>Information shared with HOY and DSP</p> <ul style="list-style-type: none"> • Staff made aware of allegations of bullying in the Monday staff briefing session so that they are vigilant and aware. • HOY to information share with teachers of the alleged victim and perpetrator so that they can be vigilant and aware. 		
<p>Pastoral staff (Adfer & Cyfle) to monitor post-incident events and check-in with alleged victim and perpetrator to minimise reoccurrences.</p> <ul style="list-style-type: none"> • Document all actions on the MyConcern file. 		