




Anti-Bullying Policy

Date adopted 15 NOV 2023

Headteacher's signature 

Chair of Governor's signature 

POLICY STATEMENT Anti-Bullying

RATIONALE

All students have the right to learn in a supportive, caring and safe environment without the fear of being bullied.

PURPOSES

The aims of this policy are to provide a framework for changing attitudes towards bullying and help create an ethos that does not tolerate the aggression of one person against another by:

- raising awareness of the definition of bullying agreed in participation with pupils staff and parents
- establishing clear procedures for the identification, reporting, investigation and recording of indications or allegations of bullying
- promoting positive relationships based upon respect
- implementing a range of interventions to reduce bullying that dovetail with the school's safeguarding policy
- outlining responses and sanctions that are in line with the school's behaviour policy
- encouraging pupils to stand up and / come forward
- reassuring parents that all cases will be treated seriously and raising awareness of the procedures for contacting the school¹

GUIDELINES

The policy is compliant with WAG Guidelines: Respecting Others - September 2003 (Circular No 23/2003) and 'An Evaluation of Anti-Bullying Policies in Schools in Wales - Final Report' carried out by Cardiff School of Social Sciences - January 2006.

There will be a simple procedure to follow should bullying occur, which will be publicized widely.

The victim and bully will be given support so that a recurrence of the behaviour is prevented.

Pupils will be assured that all staff are willing to listen to complaints and to intervene on their behalf.

Pupils will be involved in discussing our code of behaviour and sanctions with staff.

Pupils will be involved in helping to update and maintain this whole school policy.

Awareness raising exercises will be held for all pupils and staff.

All pupils will be encouraged to report any incidents of bullying to a member of staff.

All pupils will be allowed and encouraged to express concern about bullying.

All pupils will be encouraged to accept pastoral responsibility for others.

The school will promote and encourage structured activities at lunchtime.

Counselling of the victim and/or the bully will be sought where deemed appropriate.

CONCLUSION

Claims of bullying will be investigated thoroughly in our school and we endeavour to instill skills, understanding and confidence in our whole school community in recognising and responding appropriately to bullying behaviour.

ANTI-BULLYING POLICY

Definition of Bullying: The repetitive intimidation of another by wilful and conscious physical, verbal, emotional or cyberattack.' - *School Parliament 2014*

Bullying can be physical and/or verbal in nature. Physical assault to varying degrees of severity is distressing, but verbal abuse is also painful. One off arguments and/or incidents of threat or assault are not defined as bullying but are treated with seriousness and sanctioned under the relevant school behaviour policy. The Equality Act 2010 creates anti-discrimination legislation covering nine 'protected characteristics', which are:

- ▶ age;
- ▶ race;
- ▶ disability;
- ▶ religion or belief;
- ▶ gender reassignment;
- ▶ sex; and
- ▶ marriage and civil partnership;
- ▶ pregnancy and maternity;
- ▶ sexual orientation.

This policy seeks to address all forms and protect all orientations / characteristics from harm including further characteristics, for example, physical appearance, socio-economic status and academic ability.

Bullying can be:

Emotional - being unfriendly, excluding, tormenting, making a person feel unwelcome, excluded, marginalised, powerless or worthless (e.g. hiding property or making threatening faces/ gestures)

Physical - pushing, kicking, hitting, throwing of objects

Racial - Hurtful behaviour, both physical and psychological, that makes a person feel unwelcome, excluded, marginalised, powerless or worthless entirely based upon the colour of their skin, ethnicity, culture, faith community, national origin or status

Sexual - unwanted physical contact or sexually abusive comments

Homophobic - because of sexual orientation

Transphobic/Pan/Bi - hatred or fear of a person who is transgender, pan-sexual or bi-sexual.

'Transgender' relates to a person whose self-identity does not conform unambiguously to conventional notions of male or female gender. Pan-sexual means to not be limited in sexual choice with regard to biological sex, gender, or gender identity. Bi-sexual is defined as not being exclusively sexually attracted to people of one particular gender. It is to be attracted to both men and women.

Verbal - name calling, spreading rumours, teasing

Disability - bullying around special educational or physical need

Cyber- bullying via any ICT media including internet, social media, e-mail, chat rooms, IM, calls and inappropriate use of associated technology e.g. camera and video applications on mobile

devices.

Xenophobic - motivated by accent, cultural identity and / or religion

What is NOT bullying?

There may be instances of other types of negative and anti-social behaviour which are sometimes mistaken for bullying. If friends fall out or there are petty squabbles, bickering and shoving in corridors, this should not be automatically seen as bullying. All of us from time to time may quarrel but it is also important that anti-social behaviour be dealt with before it becomes bullying behaviour. One thing which is most important for young people to learn and develop is resilience to this type of behaviour and the ability to resolve the conflicts for themselves.

Y Pant will seek to raise these issues in the following ways:

Whole-school strategies.

- The explicit procedure to follow to be made available to all staff and pupils- in staff handbook/pupil prospectus/copy on form room notice-board.
- Curriculum intervention.
- Anti-Bullying and conflict resolution will be addressed within the student curriculum wherever appropriate but particular focus will occur within the following areas:
 - PSE (Personal and Social Education), Life Skills and WBQ (Welsh Baccalaureate) programmes
 - I.C.T. - Cyberbullying
 - Drama/English
 - Assembly topics
 - Primary Liaison
- Peer to Peer -"Buddy"- support scheme.
- Follow up to support target and guard against recurrence.
- Parental involvement: to combat anti-social behaviour and for the bully and bullied.
- Restorative Approaches.
- Encourage pupils to seek out and talk to any member of staff to whom they feel confident to speak. The school becomes a 'telling school'.
- Examine the school's physical environment and general organisation.
- All staff will have access to the appropriate level of safeguarding training. It is the responsibility of all staff to support pupils who are involved in anti-social behaviour and bullying behaviour and to coach them in conflict resolution and report to the Head of Progress as per the school's reporting procedures.
- Review & update all strategies and policies on a regular basis.

Why is it important to combat bullying?

Every child at Y Pant matters and has the right to be treated fairly with the same access to opportunities and education as all. Pupils who bully need to learn different ways of managing their emotion and behaviour. Bullying can seriously disrupt lives and cause anxiety and stress which can impact upon future chances as well as changing the behaviour of the target. Parents and carers are often the first to notice these changes which may include:

- ▶ Reluctance to go to school
- ▶ Appearing frightened during the journey to or from school
- ▶ Changes in usual routine
- ▶ Feels ill in the morning or is actually physically ill

- ▶ Standard of school work deteriorates
 - ▶ Becomes anxious, moody or withdrawn
 - ▶ Becomes aggressive, abusive or unreasonable
 - ▶ Difficulty sleeping
 - ▶ Starts stammering
 - ▶ Asking for extra money or stealing money
 - ▶ Coming home with damaged or missing possessions
-
- ▶ Coming home very hungry (may have had lunch money or food stolen)
 - ▶ Begin truanting
 - ▶ Unexplained cuts or bruises
 - ▶ Stops eating or starts over eating
 - ▶ Becomes aggressive with you or younger siblings
 - ▶ Threatens to or begins to self-harm
 - ▶ Threatens further harm
 - ▶ Runs away
 - ▶ Will not tell you what's wrong
-
- ▶ Stops using the internet or mobile phone - becomes jumpy when messages come through
 - ▶ Gives implausible reasons for any of the above

It is important to note that these behaviours could indicate something other than bullying but this should be investigated none the less.

STRATEGIES AND SANCTIONS

Y Pant recognises that there is no single strategy that can be applied to all instances and what may work for one instance, may not work for another. Therefore it is important that we have a range of strategies that may be implemented. Targets of bullying behaviours are spoken to in a sympathetic manner and in confidence. Those exhibiting bullying behaviours are supported in order to overcome the issues behind these behaviours. Restorative approaches will always be used in the first instance e.g. pastoral support and small circle time discussions. If pupils do not respond to these strategies more formal action will result. These may include:-

- ▶ Verbal warning.
- ▶ Written warning signed by bully
- ▶ Parental involvement
- ▶ After school detention.
- ▶ Temporary removal from class
- ▶ Formal Interview by Year Group SLT Line Manager or Head teacher with Inclusion Unit.
- ▶ Limiting access or withdrawal of access to ICT (incident dependant)
- ▶ Internal exclusion
- ▶ External Exclusion.

The sanction or sanctions used will depend on the severity of each case but in the case of provable, persistent and violent behaviour we may seek to permanently exclude the bully.

ANTI- BULLYING PROCEDURES

Roles and responsibilities:

- It should be stressed to pupils that when someone is being bullied or in distress they should take action. Watching and doing nothing can suggest support for the bullying. They should try and tell the bully (with support where necessary) that what they are doing is wrong.
- Pupils who witness anti-social behaviour should immediately inform a member of staff if they do not wish to become involved themselves.
- Pupils should be encouraged not to tolerate anti-social behaviour or bullies in the same social group.
- Parents can support their children by listening to their concerns and reassuring them that **THEY SHALL REMAIN IN CONTROL OF WHAT IS DONE NEXT**. Work with them and in partnership with the school so that action can be taken to put support systems in place.
- Any incident of anti-social behaviour or suspected bullying should be referred immediately to the appropriate Head of Progress/Assistant Head of Progress. All incidents should be logged via the school system.
- The alleged target should record the alleged events in writing.
- The alleged perpetrator should also record the events in writing.
- Head of Progress/Assistant Head of Progress should record his/her discussions with both parties.
- Work out a plan of action to prevent a recurrence involving all parties.
- Where it is considered to be appropriate, use should be made of the following outside agencies:
 - The Outreach Service.
 - The Educational Welfare Service.
 - The School Psychology Services.
 - The Community Police Liaison Officer.

GUIDELINES: PROCEDURES TO ADDRESS BULLYING

The target will be interviewed by the Head of Progress/Assistant Head of Progress receiving the complaint; who will then investigate via the above procedure and log the incident on **Class Charts**. A written statement should be given by the target.

The alleged bully will be interviewed separately, either by the Head of Progress/Assistant Head of Progress who will log the incident on **Class Charts**. A written statement should be given by the alleged bully.

The other witnesses will be interviewed either by the Head of Progress/Assistant Head of Progress. Again a written record will be made by these witnesses.

Whatever the outcome of the investigation all parties will be left in no doubt as to the effect of bullying and the school's policy.

In the event of the complaint being upheld, the bully will be confronted, sanctions will be invoked and it will be made clear that the bullying must stop. Parents of the bully will be

informed on the *second occasion* (or first if serious) and the bully will then be warned in front of parents in the case of severe or repeated incidents.

Parents of targets will need to be informed in writing of the outcome of the investigations. The written report will be made by the Head of Progress.

Counselling of the target and/or the bully will be sought where deemed appropriate.

Targets will need a guarantee that any repercussions either in or out of school will lead to the immediate imposition of the agreed sanctions.

ANTI-BULLYING ADVICE SECTION

Why is it important to combat bullying?

Every child at Y Pant matters and has the right to be treated fairly with the same access to opportunities and education as all. Pupils who bully need to learn different ways of managing their emotion and behaviour. Bullying can seriously disrupt lives and cause anxiety and stress which can impact upon future chances as well as changing the behaviour of the target. Parents and carers are often the first to notice these changes which may include:

- Reluctance to go to school
- Appearing frightened during the journey to or from school
- Changes in usual routine
- Feels ill in the morning or is actually physically ill
- Standard of school work deteriorates
- Becomes anxious, moody or withdrawn
- Becomes aggressive, abusive or unreasonable
- Difficulty sleeping
- Starts stammering
- Asking for extra money or stealing money
- Coming home with damaged or missing possessions
- Coming home very hungry (may have had lunch money or food stolen)
- Begin truanting
- Unexplained cuts or bruises
- Stops eating or starts over eating
- Becomes aggressive with you or younger siblings
- Threatens to or begins to self-harm
- Threatens further harm
- Runs away
- Will not tell you what's wrong
- Stops using the internet or mobile phone - becomes jumpy when messages come through
- Gives implausible reasons for any of the above

It is important to note that these behaviours could indicate something other than bullying but this should be investigated none the less.

Advice to bullied pupils:

Pupil should be told to talk through their experiences and not suffer in silence. They should be advised to keep a diary of instances saying when it happened, where, who was involved and who else was there and what they have already done about it. As well as this they should:

- Try to stay calm and not show any emotion
- Be firm and clear; look the bully in the eye and tell them to stop
- Get away from the situation as quickly as they can
- Tell an adult straight away

Afterwards they should:

- Tell a teacher or a friend
- Tell their parents
- Take a friend with them for support
- Use the support services at school
- NOT BLAME THEMSELVES FOR SOMEONE ELSE'S BEHAVIOUR

Advice to Parents:

Y Pant is firmly committed to working in partnership with families and we truly believe that no sustainable outcomes can be reached without working together. Parents and carers should regularly ask their children about their school progress and about any friends that they have. They should be vigilant for negative signs and contact the school immediately if they have concerns and be prepared to work in partnership to manage any situations.

- **Parents of a bullied child should:**
- Be calm and reassure them that you will listen to their needs and wants - anything that we can do to enable that child to regain control will empower them.
- Keep a diary of events as outlined earlier
- Encourage them to report things to a teacher or their head of progress
- Ring the school and speak to the head of progress
- Do not confront the bully yourself

Parents of a child who is bullying others should:

- Be calm and explain the impacts that their behaviour is having upon others
- Model the behaviour you would wish to see in your child
- Ring the school and speak with the head of progress
- Engage your child regularly to ask about their progress at school
- Give lots of praise and encouragement when they show kindness and consideration to others.

Supplementary Information

Y Pant is not responsible for the upkeep, content or reliability of any of the following websites or organisations.

Eye2Eye Counselling Service

Beddau Community Centre
Pontypridd
01443 204551

www.evetoeyewales.co.uk

Young people's counselling service based in RCT provides free and confidential advice to young people aged 11-25. Referrals can be made by the young person, parents, teachers or concerned friends. Eye to Eye are at Y Pant 3 days a week.

Restorative Approaches (Youth offending service)

Youth Offending Service
Fairway Court
Tonteg Road
Treforest Industrial Estate
Pontypridd
CF37 5UA

yotinfo@rhondda-cynon-taff.gov.uk

The youth offending service operates this free and voluntary service to schools with the aim of reducing offending / anti-social behaviour in RCT. Schools may choose the level of support they wish

Police Liaison Officer (PLO)

Y Pant School

The PLO works closely with the school providing much of our PSE and WBQ programmes of study with up to date information and content. She delivers sessions on many issues surrounding these issues and will deliver assemblies and workshops to raise the consequences of anti-social behaviour. The PLO also facilitates Restorative sessions with groups of children.

School Beat

SchoolBeat.org is a bilingual site from the All-Wales School Liaison Core Programme, providing information and resources for teachers, pupils and parents to follow up on the lessons provided to primary and secondary school children by our School Community Police Officers.

The website focuses on the three main themes of the Programme; drug and substance misuse, social behaviour and community and personal safety.

Youth Engagement and Participation Service (YEPS)

Y Pant School
Tel - 01443 562250

This service seeks to identify and engage more vulnerable young people in the extra curricular and extended provision on offer at Y Pant. The service also takes referrals from the Attendance and Welfare service and from the school of pupils who are becoming disengaged and require more formal 1:1 or group working.

RCT Behaviour Support Service

Mike Evans
Principle Officer
BSS
Ty Tevithick
Abercynon

Email: micheal.j.evans2@rhondda-cynon-taff.gov.uk

Tel - 01443 744049

This service provides wholes school intervention and advice on these issues

RCT Attendance and Wellbeing Service

Tel- 01443 744069

Offers direct work with bullies and targets and with the respective families. Interventions are tailored to specific need.

Child and Adolescent Mental Health Service (CAMHS)

Tonteg Child and Family Centre
Tonteg Hospital
Church Rd.,
Pontypridd CF 38 1HE
Tel - 01443 443014

Young people up to the age of 18 may access this service if they are suffering from emotional or psychological distress

Childline

Freepost 1111

London

N1 OBR

Freephone - 0800 1111

Free 24 hour help line that any child may call to talk through any problem at all

NSPCC

www.nspcc.org.uk

Site has links to a wide variety of material for children, parents and schools. They provide workshops and training on anti-bullying along with resources and support for school programmes of study.

Bullies Out

www.bulliesout.com

An Anti-bullying charity that was launched in May 2006. The service aims to improve the interpersonal relationships of pupils in schools and provide and support system to schools who engage them. They are free at the moment but this may change if they do not secure future funding.

Further useful websites

We cannot guarantee the availability or content of these sites and listing should not be taken as an endorsement of any kind.

S. Wales Police Kids sites - www.schoolbeat.org/

Kidscape - www.kidscape.org.uk

NSPCC - www.nspcc.org.uk

Rhondda LGBT Support network-www.rhonddalgbt.co.uk

Anti - bullying network - www.antibullying.co.uk

Bullying Online - www.bullying.co.uk

CEOP internet safety - www.thinknow.co.uk

Childline - www.childline.org.uk/Bullying.asp

Department for Education and Skills = www.dfes.gov.uk/bullying

Parent line plus - www.parentlineplus.org.uk/index.php?id=9

Parent centre - www.parentscentre.gov.uk