



*If you can dream it...*  
Ysgol Bae Baglan

# Ysgol Bae Baglan Anti-Bullying Policy

MONITORING AND EVALUATION OF POLICY

This policy will be reviewed annually.

Date passed by Governing Body: Nov 15<sup>th</sup> 2017

Chairman ..... *E.V. Laine* .....

## **Rationale**

At Ysgol Bae Baglan everyone has the right to feel welcome, secure and happy. The school is committed to providing a caring, friendly and safe environment for all of our pupils that allows them to learn in a relaxed and secure atmosphere. Bullying prevents pupils from taking full advantage of their educational opportunities and leads to an inequality in opportunities. It is the responsibility of all stakeholders in Ysgol Bae Baglan to be vigilant and prevent this happening. If bullying does occur, all pupils should be able to tell and know that incidents will be investigated fairly and dealt with promptly and effectively.

## **Aims/Objectives of this Policy**

- Provide a school environment where bullying is not tolerated and pupils feel safe to tell someone whether another child or an adult if they experience or witness bullying.
- To promote an anti-bullying message through the academic and pastoral curriculum and to encourage all members of the school to act with tolerance and consideration to others at all times.
- To provide a clear strategy for dealing with bullying when it occurs.
- To make all parties aware of their specific responsibilities in relation to bullying, i.e. pupils, teachers and parents.

## **Definition of Bullying**

Bullying is the use of aggressive behaviour with the intent of hurting another person. It results in pain and distress to the victim. It involves the illegitimate use of power in order to hurt others. Bullying can be:

### **Verbal Bullying**

- Involves name-calling.
- Make use of written notes, e-mails, mobile phone messages or texts or "on line" comments.
- Includes threats of physical violence.

## Physical Bullying

- Often consists of deliberate jostling, bumping, pushing or shoving. Those responsible often maintain that it is accidental when detected for the first time.
- May involve theft or damage to property (accompanied by the threat of violence). Not all theft or damage is bullying but it is where the intention is to create fear and use power improperly.

## Emotional Bullying

- A form of [abuse](#) characterised by a person subjecting or exposing another to behaviour that is psychologically harmful. Such abuse is often associated with situations of power imbalance. An example would be isolating and encouraging others to do the same.

## Racist Bullying

- This is discrimination against young people on the grounds of their race, colour or nationality.
- Ysgol Bae Baglan keeps a Racist Incidents register, which records all such incidents and the action taken by the school. The person with responsibility for dealing with such incidents is Mr Richard Rees (Deputy Headteacher).
- Incidents can range from abusive name-calling, inappropriate comments about appearance or even threats or violence.

## Sexual bullying

- This is never acceptable. Depending on circumstances the School's Child Protection Policy might apply to such an incident.
- Examples of such bullying might include comments about appearance, sexual innuendoes, pornographic material and inappropriate and uninvited touching.

## Gender based bullying

- This takes place when pupils are targeted if they step outside traditional gender stereotypes, e.g. boys or girls are belittled for taking an option subject traditionally associated with the other gender.

## **Bullying due to sexual orientation**

- This is an issue that causes difficulties for some pupils. Young people do not necessarily have to be lesbian, gay or bi-sexual to experience such bullying. Just being different is sometimes enough.
- Such matters must always be treated with sensitivity and confidentiality. Homophobic bullying must always be challenged. Advice and literature is available for all pupils who experience such abuse or for young people who are unsure about their sexuality.

## **Special Educational Needs or Disabilities:**

- Pupils with such needs are often particularly vulnerable. Adults within the school community must be especially alert to their potential difficulties.

## **Cyber-bullying**

- Cyber-bullying is already a real and painful issue for many young people. School staff, parents and young people need to work together to prevent this and to tackle it whenever it occurs.
- Cyber-bullying can take many forms. Abusive text messages, poisonous e-mails, hate websites and aggressive instant messaging are all ways in which the person suffering the bullying can be made to feel uncomfortable, alone and scared. This is particularly frightening as technology allows such bullying to penetrate the young person's home or even their bedroom.

Bullying is often repeated and can continue for a long period of time. Bullying is not always obvious to others and can be very subtle. IT IS NOT NECESSARILY BULLYING WHEN TWO PEOPLE HAVE AN OCCASIONAL FIGHT OR DISAGREEMENT.

## **Signs and Symptoms**

It is all too often very difficult for children to tell others that they are being bullied. Sometimes it is impossible. Adults should always be aware of the possible signs of bullying in a child's behaviour. They should investigate further if a child:

- is frightened of walking to or from school
- does not want to go on the school mini bus
- begs to be driven to school
- changes their usual routine
- is usually willing to go to school 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 mornings
- begins to do poorly in school work
- comes home with books damaged or clothes torn
- has possessions go 'missing' frequently
- asks for more money or starts stealing money
- frequently loses lunch or other money
- has unexplained cuts or bruises
- comes home very hungry (money/lunch stolen)
- becomes aggressive, disruptive or uncontrollable
- is bullying other children or siblings
- stops eating
- is frightened to say what is wrong
- gives improbable excuses for any of the above

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

### **Dealing with bullying.**

All pupils have the opportunity to fulfil their educational potential without oppression, humiliation or abuse. Pupil wellbeing is at the heart of meeting pupils' educational entitlement.

- All incidents should be reported to a member of staff or peer mentor. Bullying must be investigated and the bullying stopped quickly.
- In cases of suspected or reported bullying, the incidents will be dealt with initially and immediately by the person approached.
- Once bullying incidents have been confirmed, details will be recorded by members of staff and if confirmed the Form Tutor, Wellbeing Director, Head of School or SMT will take appropriate action within the SIMS behaviour management pathway.
- All parties will be interviewed and in consultation with other staff consider the appropriate strategy to combat the bullying.

- In serious cases parents will be informed and as a key stakeholder help the school support their son or daughter experiencing bullying issues.
- If necessary and appropriate, police will be consulted.
- All bullying behaviour will be investigated, necessary intervention implemented and the situation monitored over a period of time by Form Tutor and Wellbeing Directors.
- Attempts will be made to help the bully (bullies) change their behaviour.

#### **For pupils who experience bullying:**

- Encourage talk and confirm listening
- Stress confidentiality
- Stress that action will be taken and take steps to help them feel safe again
- Confirm that there will be feedback of information
- Possible support of parents if needed

#### **For pupils who engage in bullying behaviour:**

- Pupils will be interviewed to ascertain events and allegations
- Stress possible reprimands/sanctions
- Inform parents
- Counselling and behaviour modifications which will help them learn to behave in ways that will not cause harm in the future
- Referral to outside agencies in necessary cases

#### **Role of support staff**

All adults in the school community have a vital role to play in ensuring that pupils are not bullied. They should all follow these guidelines. If you witness bullying:

- Intervene to stop the incident if that is appropriate.
- Find out from pupils the names of those involved, the bully, the victim and any onlookers.
- Report the incident to a member of the teaching staff as soon as possible.
- As a secretary you are likely to be the first point of contact when a parent reports an alleged case of bullying (on the phone or in person). Allowance should be made for the parent being distressed, upset or angry.
- In such circumstances every effort should be made to remain as calm and reassuring as possible. Give the message that Ysgol Bae Baglan does have an Anti-Bullying Policy,

record the details carefully and assure them that something will be done at the earliest opportunity.

## **WHOLE SCHOOL APPROACH TO TACKLING BULLYING.**

A multi-faceted approach is essential in dealing with bullying. No one initiative will be successful. Bullying and its consequences can also be addressed through many areas of the curriculum and in other aspects of school life. In Ysgol Bae Baglan we use such methods as:

- PSE lessons that target bullying. Other subjects may also refer to the topic of bullying within lessons.
- Visiting groups e.g. Tan Dance involving pupils, confronting such issues such as peer pressure.
- Our Police Liaison Officer gives PSE lessons about Bullying.
- Senior Staff lead assemblies on the theme of bullying. Welsh Anti-Bullying week. Bullying is also placed in its wider social context through assemblies on 'Show Racism the Red Card' and 'Holocaust Memorial Day'.
- The School Council meets and Bullying is regularly a feature of those discussions.
- The School Council will review and evaluate the Anti-Bullying Policy annually with School Governors.
- All staff in the school teaching and non-teaching should be encouraged to use the Reward System for pupils. This promotes the positive behaviour we wish to experience for all pupils. Staff can also report and log incidents as appropriate e.g. using SIMS System.
- Peer mentoring scheme at Ysgol Bae Baglan give pupils the opportunity to share concerns. Annual training is provided to year 11 pupils to provide the necessary skills to engage , listen and support younger pupils through difficult situations.

## **ROLE OF PARENTS AND FAMILIES**

Parents and families have an important part to play in helping schools deal with Bullying. First, discourage your child from using Bullying behaviour at home or elsewhere. Show how to resolve difficult situations without using violence or aggression. Second, ask to see our bullying policy, it is on the school website. Third, watch out for signs that your child is being bullied, or is bullying others. Parents and families are often the first to detect symptoms of bullying, though sometimes school nurses or doctors may first suspect that a child has been bullied. Common symptoms include, headaches, stomachaches, anxiety and irritability. It can be helpful to ask questions about progress and friends at school, how break-times and lunchtimes are

spent; and whether your child is facing problems or difficulties at school. Don't dismiss negative signs. Contact the school immediately if you are worried.

#### **IF YOUR CHILD IS BEING BULLIED:**

Calmly talk to your child about it. Make a note of what your child says, particularly who was said to be involved: how often the bullying has occurred, where it happened, when it happened and what happened. It is very important that accurate records are kept of the incidents of bullying and of the action taken when the bullying was reported.

Reassure your child that telling you was the right thing to do. Explain that any further incidents should be reported to a teacher immediately. Make an appointment to see your child's teacher or Form Tutor. Explain to the teacher the problems your child is experiencing.

#### **TALKING TO TEACHERS ABOUT BULLYING:**

Try and stay calm bear in mind that the teacher may have no idea that your child is being bullied, or may have heard conflicting accounts of an incident. Be as specific as possible about what your child says has happened give dates, places and names of other children involved. Make a note of what action the school intends to take. Ask if there is anything you can do to help your child or the school. Stay in touch with the school let them know if things improve as well as if problems continue.

#### **IF YOU THINK YOUR CONCERNS ARE NOT BEING ADDRESSED:**

- Check the school anti-bullying policy to see if agreed procedures are being followed.
- Discuss your problem with a Parent Governor or other parents.
- Make an appointment to meet the Headteacher, keeping a record of the meeting.
- If this does not help, write to the Chair of Governors, explaining your concerns and what you what you would like to happen.
- Contact can be made through the school office, via the named Clerk to the Governors.
- Contact local or national parent support groups for advice.
- Contact the Director of Education of your authority, who will be able to ensure that the Governors respond to your concerns.
- Contact the Parentline Plus helpline for support and information at any time of these stages.

## **IF YOUR CHILD IS BULLYING OTHER CHILDREN:**

Many children may be involved in bullying other pupils at some time or another. Often parents are unaware. Children sometimes bully others because:

- They don't know that it is wrong.
- They are copying older brothers or sisters or other people in the family they admire.
- They haven't learnt other, better ways of mixing with their school friends.
- Their friends encourage them to bully.
- They are going through a difficult time and are acting out aggressive feelings.

## **TO STOP YOUR CHILD BULLYING OTHERS:**

- Talk to your child, explaining that it is unacceptable and makes others unhappy.
- Discourage other members of your family from bullying behaviour or from using aggression or force to get what they want.
- Show your child how to join in with other children without bullying.
- Make an appointment to see your child's Year Coordinator and explain the problems your child is experiencing and discuss with the teacher how you and the school can stop them bullying others.
- Regularly check with your child how things are going at school.
- Give your child lots of praise and encouragement when they are co-operative or kind to other people.

## **Rules To Remember When 'Online or on the Phone**

Don't be cyber-bullied, don't be a cyber bully.

Three things to remember when you're online or on the phone.

- Respect other people online and off. Don't spread rumours about people or share their secrets, including their phone numbers and passwords.
- If someone insults you online or by phone, stay calm and ignore them.
- 'Do as you would be done by'. Think how you would feel if you were bullied. You're responsible for your own behaviour: make sure you don't distress other people or cause them to be bullied by someone else.

If it's happening to you, the first thing to remember is that that it's not your fault. It's the person doing the bullying that's got the problem, not you.

If you receive nasty emails:

- Never reply to unpleasant or unwanted emails because a response is just what the sender's looking for.
- Keep the emails as evidence and tell someone you trust what's been going on
- Contact your email provider's abuse team. You should be able to do this on your email homepage.
- Don't reply to an email address you don't know, even if there's an option to 'unsubscribe', because this confirms to the sender that your email address does exist.

If you get upset in a chatroom or over instant messaging:

- Don't give out any personal details online; you should use a nickname in chat rooms.
- Don't accept emails or open files from someone you don't know
- Remember that people in chat rooms might not really be who they say they are
- If someone starts acting weird or making you feel uncomfortable, get out of the chatroom straight away and tell someone
- Think before you write, don't leave yourself open to bullying.

If you get unsuitable phone calls or texts:

- If you get an abusive or silent call, don't hang up straight away. Instead, put your phone down somewhere and leave it for a few minutes, then hang up or turn your phone off. Once they realize that they aren't bothering you, callers usually get bored and leave you alone.
- Always tell someone each time it happens
- Don't give out your personal details to just anyone. Be selective about who gets your phone number. If someone calls you and asks you to confirm your number, ask them what number they want and tell them whether they're right
- Screen your calls by letting your voicemail kick in if you don't recognize the number calling you. If it's a friend, they'll leave a message. Don't give out your name on your voicemail message

- Make a note of times and dates of calls that make you feel uncomfortable and report them to the police
- Keep all abusive texts and show them to your parents. If they become threatening or malicious and won't stop, report them to the police and show them all the messages you've received.

#### About Hate sites:

There have been reported cases of young people setting up 'hate sites', which are websites devoted to giving a person or group of people in particular a hard time. The bullies behind sites use pictures and made up stories about the victim. The address is then circulated to lots of people to try and humiliate the victim.

#### What to do if it's happening to you:

You need to tell someone you trust and decide what to do next. Bullying, in any form, is wrong and nobody deserves to be on the receiving end. The people doing this need to be stopped as soon as possible. Talk to someone you trust and decide what to do next. You could tell your teacher or go straight to the police. You should make sure that your parents or carers are fully aware of what's going on, too. Don't be afraid of what will happen if you 'grass'; the chances are that the people who are doing the bullying have got a problem of their own that they need help with.

#### Keeping yourself safe online:

There's more opportunity than ever to have your own website. If you do have your own online space, try not to give too much information about yourself, so that potential bullies can't manipulate photos or comments you've made on your own space.

If you've got a blog, think about making it password protected if you want to have lots of personal information online.

#### Bullying outside school:

The school's Anti-Bullying Policy will apply to events outside the school in specific circumstances.

- If a pupil, or pupils, bully another pupil on the way to, or from school, all the school rules and sanctions will apply – including Fixed Term and Permanent Exclusion.
- If an individual or group behaves in a way that intimidates a pupil outside school and makes them fearful of attending school, then action can and will be

taken, e.g. cyber-bullying. In such circumstances the school will co-operate with the Police or engage the assistance of other agencies, e.g. E.W.O.

However, the school cannot and must not become involved in family and neighbourhood disputes. Ysgol Bae Baglan will not be the arbiter and policeman in such circumstances. All pupils are expected to leave their differences behind at the school gate. It is the responsibility of all parents and families to up hold this rule.

