

Ysgol Uwchradd CAEREINION High School



ANTI BULLYING POLICY

Date reviewed: November 2017

To be reviewed: Annually

Signed *D. Whelan*
Chair of Governors

YSGOL UWCHRADD CAEREINION HIGH SCHOOL



Anti Bullying Policy

STATEMENT OF INTENT

At Caereinion High School, we are committed to providing a caring, friendly, safe environment for all our pupils so they can learn in a structured and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to **tell** and know that incidents will be dealt with promptly and effectively. We are a **TELLING** school. This means that **anyone** who knows that bullying is happening is expected to **tell** the staff at once.

WHAT IS BULLYING?

Bullying is the repeated use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional
- Physical
- Racist
- Sexual
- Homophobic
- Verbal
- Cyber

FORMS OF BULLYING

Physical bullying may:

- involve gestures, mimicking, jostling, bumping, pushing or shoving (purposely in crowded school corridors), punching or any use of violence
- involve hitting, kicking, pulling hair, throwing missiles such as sweets or stones
- 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.

It is a criminal offence where bullying involves assault, actual bodily harm or wounding.

Verbal bullying may:

- involve name calling, whispering, insulting, offensive remarks. This may be because of individual characteristics, ie appearance, clothes, ability or about family; ethnic origins, nationality, colour, different dialect or accent; perceived sexual orientation; disability or religious faith;
- be homophobic because of, or focusing on, the issue of sexuality;
- make use of written notes, social media ie emails or text messages on mobile phones, graffiti;
- include threats of physical violence;
- involve coercing a victim into acts which they do not wish to do.

Other bullying may:

- involve controlling friendship groups with the intention of excluding or isolating individuals from their friends and normal relationships;
- involve spreading rumours or malicious gossip;
- involve demands relating to money, dinner tickets, school work, equipment, clothing, sweets, cigarettes etc...

Cyber Bullying

This is the use of communication technology, particularly mobile phones and the Internet, deliberately to upset someone else. Malicious communication is a serious offence and could be referred to other authorities as outlined in Guidelines for Schools and Community Police Offices [School Behaviour Incident Management]

Cyber bullying may:

- involve accusations or threats by text messaging or social networking sites.

Cyber bullying can take place at any time and can intrude into spaces that have previously been regarded as safe or personal.

Dealing with cyber bullying can be challenging. Parents/carers should be aware of their child's social media activities.

It is important to remember that Facebook accounts are not allowed under the age of 13.

The School takes all bullying seriously and work with relevant outside agencies including the Police and Children's Services to tackle the problem, if necessary.

Support for the victim of cyber bullying

- Reassure the pupil. Tell them they have done the right thing in reporting the incident.
- Ensure the pupil knows not to retaliate.
- Facebook and other social media sites are illegal to children under the age of 13. Contact parents and advise to contact police.
- Advise the pupil on storing any incriminating material.
- Check that the pupil understands simple ways to prevent it happening again, i.e. using the CEOP symbol to report abuse, changing contact details, blocking contacts or leaving an Internet site.

Responding to cases of cyber bullying

- Anyone who knows it is happening should inform the Headteacher immediately.
- Contact the parents/carers
- If the cyber bullying has occurred within school, immediate confiscation of the phone or other device will result in appropriate sanctions.
- In the case of illegal content (harassment, threatening or menacing communications) the Police will be contacted.

WHY IS IT IMPORTANT TO RESPOND TO BULLYING?

Bullying hurts. No one should be a victim of bullying. Everybody has the right to be treated with respect.

AIMS AND OBJECTIVES

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors, teaching and non-teaching staff, pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents can be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated, as stated in the Code of Conduct in the pupil handbook.

BROAD GUIDE-LINES

The School will endeavour to:

- raise the self-esteem of all Caereinion pupils;
- create an atmosphere of mutual respect;
- create a sensitive and caring community;
- increase awareness of the effects of bullying on the victim and perpetrator;
- monitor progress;
- make expected standards and appropriate ways of behaving clear to pupils.

It is the responsibility of all departments and staff of the School to create an atmosphere of mutual respect and understanding.

PROCEDURES

Personal and Social Education (PSE) lessons, taught by form tutors deal with matters of

relationships, mutual respect, bullying and other relevant topics.

The school assembly, with its involvement of pupils and teachers, heighten whole school awareness to many problems, especially living together in a caring community.

In order to monitor the level of bullying, surveys are periodically carried out and OASIS, the peer support group, offers guidance and assistance.

If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.

A clear account of the incident will be recorded and a copy given to the Pastoral Leaders, Head of Year 7, Senior Leadership team and Headteacher.

In the case of any racially motivated incident or incidents involving protected characteristics- information regarding the incident will be sent to the relevant officer in the LEA.[See Appendix A]

The Head of Year / Pastoral, SLT Leader Deputy Head or Headteacher will interview all concerned and will record the incident.

Form tutors will be kept informed and will advise the appropriate subject teachers if necessary.

Parents will be kept informed and invited to discuss any issues or concerns they may have.

Appropriate measures of discipline will be used as deemed suitable and in consultation with all parties concerned and recorded on Go4schools.

PUPILS

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with any member of staff;
- reassuring the pupil;
- offering continuous support by staff and the peer-support team;
- restoring self-esteem and confidence.

Pupils who have bullied will be helped by:

- discussing what happened;
- discovering why the pupil became involved;
- establishing the wrong doing and need to change;
- informing parents/carers to help change the attitude of the pupil.

PARENTAL INVOLVEMENT

- Parents are encouraged to work in partnership with the School to achieve better relationships between pupils.
- Parents should contact the School if they are concerned about their child being unsettled at school or if they suspect that they may be involved in bullying.
- For all serious cases of bullying, parents will be asked to take part in discussions about what strategies should be used, and to support the action being taken by the School.

Signs and Symptoms – A guide for teachers and parents

A child may indicate by signs or behaviour that he or she is being bullied. Teachers and parents 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 bus;
- begs to be driven to school;
- changes their usual routine;
- is unwilling to go to school (school phobic)
- begins to truant;
- becomes withdrawn, anxious or lacking in confidence;
- starts stammering;
- self harming;
- 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 school work;
- 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 improbable 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 behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

PUPIL GUIDE-LINES

If you are being bullied the following responses may help :

- Try not to show you are upset.
- Try to ignore the bully or laugh at them. (Remember, they want your scared reaction, and humour or silence might leave them disappointed.)
- Walk quickly and confidently even if you don't feel that way inside.
- Try to be assertive - look and sound confident.
- If you are different in any way be proud of it - it's good to be an individual.
- If it is a group picking on you, look one of them in the eye and say, "This isn't funny" and then walk quickly away.
- Avoid being alone in places where bullying happens.
- If you are in danger, get away.
- The bully will not stop if he/she thinks he/she can get away with his/her behaviour.
- Use OASIS, the peer support group, or talk to a sixth former/member of staff.
- Use KOOTH online www.kooth.com or Xenzone face to face counselling. Access to this is via HOY/Pastoral key stage link.

Tell your teacher or ask your parent or friends to tell the teacher. We will help you and protect you and put a stop to the bullying.

PUPILS CAN HELP TO STOP BULLYING

YOUR SCHOOL NEEDS YOU! - JOIN THE FIGHT AGAINST BULLIES!

- Don't stand by and watch - fetch help.
- Show that you and your friends disapprove.
- Give sympathy and support to other pupils who may be bullied. It could be your turn next.
- Be careful about teasing people or making personal remarks. If you think they might not find your comments funny, then don't say them.
- **If you know of serious bullying tell your teacher. The victim may be too scared or lonely to tell.**

ACTION CHOICES IN CONFIRMED INCIDENTS OF BULLYING

When incidents of bullying are reported, a decision on the next course of action to

All or some of the following measures may be used.

Bully given formal verbal warning by Deputy or Head of Year, with a report sent to parents;

- Place bully on a Report;
- Break and or lunchtimes detention;
- Withdraw privileges, such as participation in team sports, school trips etc;
- Written apology and appropriate restitution for any costs or damages resulting from the bullying;
- Refer bully for internal exclusion;

Break or lunchtime detention or after school detention; employ needs to be made. The following factors need to be considered :-

- The seriousness and/or the repetitive nature of the offence (s)
- The circumstances surrounding the incident (s)

The following sanctions/procedures and corrective measures are not exclusive or definitive, but should provide a selection from which to choose a single, or a combination of responses, which appear most appropriate.

SANCTIONS

-
- Restorative meeting with the agreement of both parties.
- Bully to face possible exclusion.
- Incidents will be recorded on Go4schools.

ALL THE ABOVE WILL INVOLVE AN ELEMENT OF RESTORATIVE PRACTICE

This Policy will be reviewed annually by the Governing Body.