



Pontypridd High School

Anti-Bullying Policy

November 2019

Policy

Date of policy:	November 2019
Adopted:	8 th November 2019, Wellbeing Committee Meeting
To be reviewed:	November 2021
Member of staff responsible:	Mrs Rebecca Enos, Leader of Attendance and Wellbeing
Committee Responsible:	Wellbeing Committee

Rationale

- To safeguard and promote the welfare of pupils, the School seeks to provide a safe, secure and positive environment in which children and young people can maximise their potential and be treated with respect and understanding.
- The School acknowledges the importance of its pastoral role in the welfare of children and young people. Through the general ethos of the School we will seek to encourage pupils to report any incidents of bullying and offer appropriate support and intervention strategies for both the target and the bully.
- To acknowledge that bullying can take place at all levels and to endeavour to ensure that no member of the School community is subject to bullying of any kind by any other member of the School community.

Pontypridd High School will not tolerate bullying and incidents that are reported will be taken seriously and dealt with sympathetically and promptly. Bullying is never excusable.

Aims

This policy outlines what the School will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole School community. It aims to;

- take positive action to prevent bullying from occurring.
- encourage students not to suffer in silence.
- give all staff, governors, students and parents / carers an understanding of what bullying is and what they should do if bullying arises.
- work in partnership to raise awareness of bullying and to promote zero tolerance.

Terms used in this document

Bystander – a learner who is present, whether on or offline, at an event or incident of bullying but does not take part.

Gender – one's sense of being a boy/man, a girl/woman, neither or both. The way a person feels about themselves, their bodies, their behaviour and where they 'fit' as a boy/man, girl/woman, trans or other. Everyone expresses their masculinity or femininity differently and we all relate differently to others' masculinity or femininity.

Gender Identity – refers to social or cultural distinctions associated with a given sex and the expectations of some members of society that people should behave in a particular way based on their biological sex. It is about one's sense of masculinity or femininity or the mixture of these regardless of physical characteristics, genes, chromosomes or hormones. Some individuals refer to themselves as non-binary, gender variant or gender fluid (seeing gender more as a spectrum than a continuum).

Hate Crime – is a term that can be used to describe a range of criminal behaviour where the perpetrator is motivated by hostility or demonstrates hostility towards the target's disability, race, religion, sexuality or transgender identity. These aspects of a person's identity are known as 'protected characteristics'. A hate crime can include verbal abuse, intimidation, threats, harassment, assault and bullying, as well as damaging property.

LGBTQ+ - includes lesbian, gay, bisexual, trans or intersex individuals, those who question their gender or sexual orientation, or who identify as other than any of these.

Online bullying – describes all bullying via technology, including cyberbullying.

Prejudice-related bullying – refers to any form of bullying related to the characteristics considered part of a person's identity or perceived identity group. This can include their disability, gender, gender identity, race, religion or belief or sexual orientation, which are protected characteristics set out in the Equality Act 2010.

Restorative Justice – a restorative approach is a way of addressing conflict with a focus on repairing harm that has been done. It includes all parties involved.

Sexual Orientation – or its more informal term, sexuality, describes the sexual, physical and emotional attraction of one person to another.

Transgender/Trans – individuals who identify with a gender which is different from their biological sex.

Definition of bullying

Bullying is “behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally.” This would include issues of race, religion or belief, culture, gender, gender identity, sexual orientation, disability, additional learning needs, language, nationality and home circumstances.

Bullying usually has a pattern and will not be a single incident. Bullying is deliberate or intentional and is usually repeated. It is harmful for all of the individuals involved. It becomes the focus of a learner’s experience of daily life. It undermines attainment, safety, wellbeing and the school ethos.

Identifying Behaviour as Bullying.

Cases of bullying will be dealt with by the School but some of these examples could lead to Police involvement.

Examples of bullying are:

- Physical abuse.
- Verbal abuse
- Emotional abuse
- Threatening language or behaviour.
- Threatening gestures.
- Sexist language and harassment.
- Racial language and harassment
- Islamophobia
- Homophobia
- Discrimination against a member of the LGBTQ+ community
- Theft of money, personal possessions, or blackmail.
- Isolation / silent treatment.
- Spreading rumours or malicious gossip.
- Online bullying – using any form of technological means
- Encouraging others to bully.
- Mocking achievement.

Signs that students are being bullied may include:

- Injuries that are not properly explained
- Noticeable weight loss or complaints about hunger
- Refusal to change for PE lessons
- Poor or deteriorating school work
- Reluctance to attend school
- Problems with sleeping
- Possessions or money often lost or broken
- Reluctance to go into yard
- Constant attention seeking

- Evidence of self-harm
- Unexplained change in behaviour.

What is not bullying

Some incidents which occur are not necessarily bullying. For example:

- Friendship fallouts – not generally regarded as bullying, a friendship feud may however deteriorate into bullying behaviour.
- An argument or disagreement – between two children is not generally regarded as bullying. Nevertheless they may require assistance to learn to respect other people's views.
- A one-off instance of physical assault- will be stopped and addressed immediately. Police involvement may be appropriate in some cases.
- A one-off instance of a hate crime- hate crimes will be addressed according to the school's 'Prevent' Policy and if considered necessary, police involvement.
- A one-off fight – will be addressed according to the school's Positive Relationship Policy.

The law relating to bullying

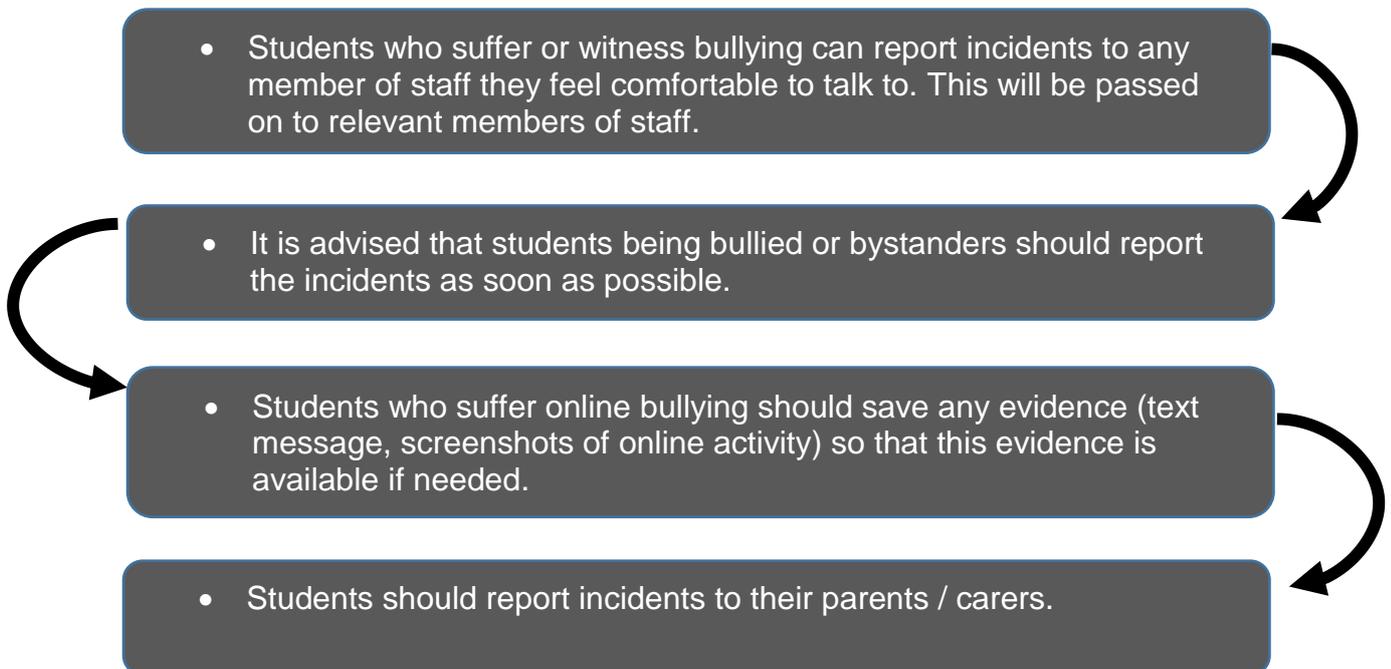
Legislation in Wales aims to protect the rights of children and young people to a life free from abuse and harm including bullying. Existing legislation with relevance to bullying in Wales include:

- Protection of children Act 1978
- Malicious Communication Act 1988
- Criminal Justice Act 1988
- Protection from Harassment Act 1997
- Human Rights Act 1998
- Education Act 2002
- Sexual Offences Act 2003
- UNCRC
- UNCRDP
- Education and Inspections Act 2006
- Learner Travel (Wales) Measure 2008
- Equalities Act 2010
- Rights of Children and Young Persons (Wales) Measure 2011
- Social Service and Well-Being Act 2014
- Serious Crime Act 2015
- Counter Terrorism and Security Act 2015

Strategies for the School

- All staff are responsible for supporting and implementing the School's Anti Bullying Policy.
- There will be awareness raising of the policy in Assemblies, Registration periods, Health and Wellbeing Programme and as part of Faculty areas.
- The School will investigate any report of bullying and will notify parents / carers if their child is involved in instances of bullying.
- The Anti-Bullying Policy will be available on the School website.
- A student version of the Anti-Bullying Policy will be available to students
- Key aspects of the Anti-Bullying Policy will be displayed around the school.

Reporting Bullying



Strategies for Parents / Carers

- If parents / carers are concerned about any incidents involving students they should contact the School's Wellbeing Team.
- Parents / Carers may contact by phone, in writing (letter or e-mail) or through an appointment to with relevant staff.

Procedures carried out by the school

The term "bullying" might be used to describe such a wide range of situations, there is no one-size-fits all approach. The specific type of bullying behaviours will help determine the best course of action.

- The School will promptly respond to any report of bullying. All matters will be treated in confidence and sympathetically.
- Students who report an incident will be spoken to about the matter. They may be asked to provide names of witnesses and / or evidence to assist investigations. Students may be asked to write an incident report.
- The matter will be investigated. The person accused of bullying and possible witnesses will be interviewed.
- The student who is the target of bullying may be asked to keep a diary of incidents.
- The bully and person who is the target of the bullying may be interviewed together, depending on circumstances, in an attempt to resolve conflict. A Restorative approach may be employed.
- If incidents are reported to members of the Student Council, the matter may be resolved using a restorative panel.
- If a student is deemed to have bullied another, a number of sanctions may be employed in line with the school Positive Relationships policy;
 - After school detention
 - Isolation
 - Restorative approach and meeting between all people involved
 - Letter home to parents / carers
 - Parents / carers will be asked to attend a meeting at school
 - Exclusions (fixed term)
 - Permanent exclusion

Students involved in cases of bullying may be referred to outside agencies if deemed appropriate e.g. behaviour support, Eye to Eye counselling, educational psychologist. In some cases, the School may advise students and parents / carers to report incidents to the Police.

Parents / carers will be kept informed of steps taken to resolve incidents. Staff dealing with reports of bullying incidents must complete a "Bullying Incident Report Sheet" (Appendix A). The School provides data on bullying incidents to the Local Authority as required.

Related Policies

Positive Behaviour Policy

Safeguarding and Child Protection Policy

Prevent Policy

Additional Information and Where to find it

Please see school website for additional information on:

- dealing with bullying
- reporting bullying
- Online bullying
- Using Apps and websites
- Online Safety

Useful Contacts

Wellbeing Team

Year 7/8 WAM: Katie Rees

Year 7/8 Standards Manager: Katie Pritchard

Year 9/10/11 WAM: Irfan Ally

Year 9/10/11 Standards Manager: Tom Longdon

WAM support: Malcolm Goodger

School Website: <https://www.pontypriddhighschool.co.uk/>

School Number: 01443 486133

Monitoring and Evaluation of Policy and Procedures

The School will review the Policy at least once every two years and / or more often if incidents occur that suggest a need for review.

The School will use information on bullying incidents to identify any problems or areas where further work may be needed.

Approved by: Headteacher

Chair of Governor

Date:

