

# Ysgol yr Holl Saint All Saints' School



## Anti-bullying Policy

Equality Act Impact Assessment	YES	NO	January 2021
Last Review Date	October 2022		
Date to be reviewed by Senior Management Team	October 2024		
Date Adopted by Governing Body	22.11.2022		
Head Teacher - Mr Richard Hatwood			
Chair of Governors – Mrs Jane Tinniswood			



## **Introduction**

Ysgol yr Holl Saint – All Saints' School continues to be committed to ensuring that all pupils have the opportunities they need to fulfil their potential, including the right to learn in a safe and protective environment free from racism, bullying or discrimination of any kind.

The work we propose through this document is in keeping with the “Respecting Others” Welsh Government Anti-Bullying guidance ([www.wales.gov.uk/educationandskills](http://www.wales.gov.uk/educationandskills)) and The Equality Act 2010 in understanding the importance of identifying and protecting those individuals who share a protected characteristic as much as those who do not. Research clearly shows that emotional and social wellbeing is the basis of both good academic attainment and also the development of social skills that all members of a community need to successfully interact and thrive.

As such, the damaging effects of bullying are long term and far reaching, impacting upon personal and social development as well as educational achievement. We know that bullying happens, but preventing it can present a huge challenge. That is why we need to work together to be proactive to address this issue. The purpose of this strategy is to promote a consistent message across the school that bullying is taken very seriously and managed through a combination of prevention and intervention measures. It also intends to outline the responsibilities of the school and Governing Body in tackling bullying through the development and implementation of effective anti-bullying strategies and partnership work.

The main objectives of this policy are to;

- Promote partnership working between the school and home.
- Establish effective recording measures of bullying incidents across the school.
- To reduce the frequency of any reported incidents of bullying.
- Intervene effectively when bullying happens through identifying trends and targeting resources.

## **What is bullying?**

There are many definitions of bullying which all have three main things in common:

- It is deliberately hurtful behaviour (including aggression).
- Repeated, often over a period of time. It is not a “one-off” incident.
- It is difficult for those being bullied to defend themselves.

Bullying frequently focuses on individual differences or anything that is implied to be different from the majority. Aspects of body shape or appearance and cultural or ethnically based lifestyles may all be the focus of bullying. It may also reflect upon race, gender, religion or nationality, or spring from parental ignorance, bigotry or community divides. In this respect bullying undermines the school's work in promoting respect, equal opportunities and teaching social and commonly accepted moral principles.

Many behaviours, which in the school context, are called bullying, may be defined in law as threatening behaviour, criminal damage, theft, assault, sexual, racial or homophobic harassment. It is the right of all children and young people and parents/carers to report such incidents to the police.

**Responsibilities of Staff:**

Our staff will foster in our pupils self-esteem, self-respect and respect for others. Bullying will be discussed regularly in all classes so that every pupil is aware what bullying is and learns about the damage it causes to both the pupil who is bullied and to the bully and the importance of telling a teacher or other member of the staff when bullying happens. Staff will be alert to signs of distress and other possible indications of bullying. Staff will listen to pupils who have been bullied, take what they say seriously and act to support and protect them.

Staff will deal with any observed or reported instances of bullying promptly and effectively in accordance with agreed procedures. Staff will use the School Management System (SIMS) to record and report all instances of bullying and inform the Headteacher. Staff will follow up any complaint by a parent or pupil about bullying, and report back promptly on the action that has been taken. (This will take place within 5 school days of being reported).

**Responsibilities of Pupils:**

We expect our pupils to refrain from any kind of bullying and to report to a member of staff any witnessed or suspected instances of bullying. Any pupil who becomes a target of bullies must not suffer in silence, but should be confident to speak out. Pupils are sometimes reluctant to do this, each class has a reflection book, where pupils can share at the back any issues or difficulties that they face.

**Responsibilities of Parents/Carers:**

We ask our parents/carers to support their pupils and the school by:

- Watching for signs of distress or unusual behaviour which could be evidence of bullying.
- Advising their pupils to report any bullying to their teacher, or use the reflection books, and explaining to their pupils the implications for themselves and other pupils if bullying is allowed to continue unchecked.
- Being supportive and sympathetic to their pupils and reassuring them that appropriate action will be taken.
- Keeping a record of all reported instances of bullying.
- Work in partnership with the school to deal with the bullying.
- Being aware of the difference between bullying and 'falling-out'.

**Our Joint Responsibilities:**

Pupils, Parents/Carers, Staff, and Governors, working together will succeed in minimising bullying, and where it does occur, we will always take appropriate action.

Everyone at our school has a responsibility to respond promptly and effectively to issues of bullying:

- Bullying hurts.
- Nobody deserves to be a victim of bullying.
- Everybody has the right to be treated with respect.

**Procedures for dealing with incidents of bullying:**

1. Report instances of bullying immediately to the staff or use a reflection book.
2. The bullying or threats of bullying must be promptly investigated and the bullying stopped quickly.
3. Parents/carers of the victim will be informed and in serious cases asked to attend a meeting.
4. Parents/carers of the bully will be informed and in serious cases asked to attend a meeting.
5. The appropriate action or strategy will be discussed.
6. If parents/carers are not satisfied they are entitled to request a meeting with the Headteacher.
7. Parents/Carers are entitled to request a meeting with the Governing Body if they believe that the action taken by the Headteacher is not satisfactory.
8. If necessary the Chair of the Governors may arrange a meeting of all parties at the earliest opportunity.

Appropriate sanctions will be considered for the bully, and may include withdrawal of privileges, loss of playtime, and loss of favoured activities, being prevented from joining out of school activities or trips. Where appropriate, additional support/advice will be sought from within school or from other agencies.

A Pastoral Support Plan will be prepared by a senior member of staff and will be presented to the parent/carer and the pupil. In serious cases fixed term exclusion or permanent exclusion will be considered. (Reference: Welsh Government Guidance Document 081/2012 "Exclusion from Schools and Pupil Referral Units").

Staff will monitor and discuss the situation to prevent repetition. If action is taken promptly and sanctions and support are effective then staff should observe an improvement in the behaviour of the bully. When this is evident and sustained, sanctions can be diminished and hopefully removed.

**Evaluation & Review**

This policy will be reviewed by the Senior Management Team and Governing Body and adopted by the Governing Body as per the schedule on the front page.