

# BRYN TIRION HALL

## SCHOOL



# School Anti Bullying Policy

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# Anti-Bullying Policy

## Introduction

- we are committed to providing a caring, friendly and safe environment for all of our pupils and staff
- we acknowledge that bullying can take place at all levels and will endeavour to ensure that no member of the school community is subject to bullying or harassment of any kind
- we endeavour to promote the message that bullying of any kind is unacceptable and will not be tolerated

## Aim of the Policy

The aim of this policy is to give clear advice and guidance on how to deal with bullying at Bryn Tirion Hall School in line with the Welsh Government's Guidance *'Respecting Others: Anti Bullying Guidance 2003 circular 23/03, Disability Discrimination Act 2001, Human Rights Act 1998 and the Race Relations Amendment Act 2000, Respecting Others: Anti Bullying Guidance 050, 051, 052, 053,054 and 055/2011 and the Equality Act 2010*

## Objectives

- to show that we take positive action to prevent bullying from occurring at all levels
- that the whole school community should have an understanding of what bullying is and be aware of the possible signs and symptoms
- that the whole school community are fully aware of what procedures to follow if bullying arises
- that staff and pupils in the school are assured that they will be supported when bullying is reported, that the issue is taken seriously and that all incidents will be recorded and procedures followed efficiently
- that bullying will not be tolerated and that we will continually emphasise this in the school environment, through the curriculum, during assemblies and through the regular reinforcement of the school's policy

## What Is Bullying

*'The intentional hurting of one person by another, where the relationship involves an imbalance of power. It is usually repetitive or persistent, although some one-off attacks can have a continuing harmful effect on the victim, leaving them traumatised and nervous of future recurrence.'*

***Respecting Others: Anti-Bullying Guidance (Welsh Assembly Guidelines, September 2003***

Bullying is behaviour that hurts someone else. It includes name calling, hitting, pushing, spreading rumours, threatening or undermining someone. It can happen anywhere – at school, at home or online. It's usually repeated over a long period of time and can hurt a child both physically and emotionally. **NSPCC**

Bullying can take different forms. It could include

- physical bullying, such as hitting, slapping or pushing someone
- verbal bullying, such as name calling, gossiping or threatening someone

- non-verbal abuse, such as hand signs or text messages
- emotional abuse, such as threatening, intimidating or humiliating someone
- exclusion, such as ignoring or isolating someone
- undermining, by constant criticism or spreading rumours
- controlling or manipulating someone
- making silent, hoax or abusive calls
- racial, sexual or homophobic bullying
- bullying someone because they have a disability

### **Bullying in the workplace**

PERSISTENT, OFFENSIVE, ABUSIVE, INTIMIDATING OR INSULTING BEHAVIOUR, ABUSE OF POWER OR UNFAIR PENAL SANCTIONS WHICH MAKES THE RECIPIENT FEEL UPSET, THREATENED, HUMILIATED OR VULNERABLE, WHICH UNDERMINES THEIR SELF-CONFIDENCE AND WHICH MAY CAUSE THEM TO SUFFER STRESS"

**MSF Union, 1994**

### **Why is it important to respond to Bullying**

- no one deserves to be a victim of bullying
- everybody has the right to be treated with respect
- pupils and staff who are bullying need to learn different ways of behaving
- schools, in creating an environment where pupils can be safe, have a responsibility to respond promptly and effectively to issues of bullying

### **Signs of bullying**

- no single sign will indicate for certain that your child's being bullied, but watch out for:
  - belongings getting 'lost' or damaged
  - physical injuries, such as unexplained bruises
  - being afraid to go to school, being mysteriously 'ill' each morning, or skipping school
  - not doing as well at school
  - asking for, or stealing, money (to give to whoever's bullying them)
  - being nervous, losing confidence, or becoming distressed and withdrawn
  - problems with eating or sleeping
  - bullying others
- these signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

### **Cyberbullying**

Cyberbullying is bullying that takes place online. Unlike bullying in the real world, online bullying can follow the child wherever they go, via social networks, gaming and mobile phone.

Cyberbullying can include:

- sending threatening or abusive text messages
- creating and sharing embarrassing images or videos
- trolling – the sending of menacing or upsetting messages on social networks, chat rooms or online games

- excluding children from online games, activities or friendship groups
- shaming someone online
- setting up hate sites or groups about a particular child
- encouraging young people to self-harm
- voting for or against someone in an abusive poll
- creating fake accounts, hijacking or stealing online identities to embarrass a young person or cause trouble using their name
- sending explicit messages, also known as sexting
- pressuring children into sending sexual images or engaging in sexual conversations

### **Procedures**

- Report bullying incidents through the school Management Information System (MIS) if appropriate, and recorded using school pod
- Victims will be supported and listened to carefully
- If necessary and appropriate, police will be consulted
- An attempt will be made to help the bully (bullies) change their behaviour
- In instances where a member of staff is found to be the perpetrator, disciplinary proceedings may be enacted by the Senior Leadership Team.

### **Outcomes**

- the School Behaviour Policy will be followed, this may include for severe and persistent cases of bullying fixed term or permanent exclusion
- the Safeguarding Policy should be referred to in severe cases of bullying, particularly those involving sexual harassment or aggression

### **Prevention**

- our pupil leader for anti-bullying will collaborate on all matters relating to bullying in our community as appropriate
- school staff will offer support to parents to increase awareness of parental controls including visits to family homes if requested and appropriate
- awareness training for parents/carers may be offered e.g. Parents Protect training
- digital competency training may be offered to parents/carers
- gaming updates for staff to prepare for potential problems resulting from game releases and obsessive online activity
- listening to pupils and provide opportunities for them to express views and opinions
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays, inviting appropriate drama groups and speakers into school

- having discussions about bullying and why it matters in whole school meetings, class discussions and through the PSHE/wellbeing curriculum
- anti bullying week and other initiatives
- multi-agency working with police, youth service, housing, health professionals, race equality organisations and others
- eAWARE is a programme we use to help assess children's online behaviour, identify risk, and raise e-safety awareness so that they are able to negotiate the online world safely
- eAWARE works anywhere, anytime on any device with an internet connection and is simple & easy to use
- using eAWARE we can carry out an initial assessment, produce data that indicates areas of focus and build lessons around areas of concern
- eAWARE allows us to provide our students with the tools they need to protect themselves whilst online
- the process is repeated by regular assessments and analysis of data

*If a pupil has bullied someone*

- explain that what they're doing is unacceptable
- children and young people don't always realise what they're doing is bullying, or understand how much their actions have hurt someone

*Help pupils understand what bullying behaviour is*

- explain how bullying can make people feel
- ChildLine (0800 1111) has lots of great advice
- help them realise how what they've done will have affected the other person
- ask them how they think the other child is feeling
- remember how they've felt when someone has said or done something unkind to them
- ask them whether they have any questions about why their actions need to change

The BBC has some really useful advice to help children understand bullying behaviour and the effects it has on others <http://www.bbc.co.uk/guides/zqgbgk7>

## Linked Documents

UN Convention on the Rights of the Child

NSPCC <https://www.nspcc.org.uk/preventing-abuse/child-abuse-and-neglect/bullying-and-cyberbullying/>

School Behaviour Policy

School Safeguarding Policy

Physical Intervention Risk Assessment

Behaviour Support Plans

Exclusion from Schools and Pupil Referral units Apr 15

The Independent School Standards (Wales) Regulations 2003

Health & Safety Policy

Respecting Others: Anti Bullying Guidance 2003 circular 23/03

Respecting Others: Anti Bullying Guidance 2011; 050, 051, 052, 053,054 and 055/2011

Equality Act 2010

Keeping Learners Safe 158/2015

All Wales Child Protection Procedures 2008

Disability Discrimination Act 2001

Human Rights Act 1998 and the Race Relations Amendment Act 2000

Inclusion and Pupil Support: National Assembly for Wales circular 47/2006

Thinking positively: emotional health and wellbeing in schools 089/2010

BBC iWonder – Am I a bully? <http://www.bbc.co.uk/guides/zqgbgk7>