

Deuparth Ffordd Ei Gwybod



Anti-bullying Policy

The Governing Body has adopted this Policy

Agreed: June 2022

Signed: *J Barton*

Mrs Julie Barton
Chair of the Governing Body

To be reviewed: June 2025

YSGOL GARTH OLWG

THE SCHOOL'S ANTI-BULLYING POLICY:

Fostering Positive Relationships and Practices

- ❖ We at Ysgol Garth Olwg believe that every young person has the right to be treated with respect and understanding. Any behaviour that undermines these principles is wholly unacceptable.
- ❖ The school is committed to raising the profile of campaigning against bullying and the promotion of healthy social attitudes.
- ❖ Every pupil, friend or parent has the right to share their concerns, and every teacher has a duty to listen and to act.
- ❖ The school's pastoral system and its curriculum are used to teach pupils and to create a climate in which it is appropriate to tell a teacher about your concerns or the concerns of someone else.
- ❖ There is a clear procedure in place to deal with cases of bullying, of which pupils, parents and staff are aware.
- ❖ Conditions are created on the school campus that promote healthy attitudes and ensure that bullies have nowhere to hide.

HOW BULLYING IS DEFINED

(Part of Rhondda Cynon Taf's Anti-bullying Policy and Guidelines for Schools 2017)

- Bullying is a complicated issue that can be defined as a deliberate, continuous and conscious desire to harm, threaten or scare.
- It is repetitive and happens over a period of time.
- Bullying takes many forms. It can be:
 - Physical
 - Based on race, religion or culture
 - Homophobic
 - Verbal
 - Emotional
 - Cyber-bullying
 - Sexist / sexual
 - Based on disability / special needs
- Bullying is a **deliberate** abuse of power.

Not every type of threatening behaviour can be classified as bullying. Adults have a responsibility to carefully explain the difference between bullying and isolated, yet unfortunate, incidents of threatening behaviour.

The school makes use of relevant documents to discuss these issues with pupils appropriately.

➤ FOSTERING POSITIVE RELATIONSHIPS AND PRACTICES

ACTION PLAN

In order for this policy to become part of school life, response patterns must be established.

1. Create an overall climate based on the principles of *the school* in which cooperation, working together and respect are prioritised by paying regular attention to expectations of behaviour, praise and behaviour management procedures, the content of assemblies and the daily interaction between teachers, kitchen staff, caretakers, administrative staff and pupils.
2. Inform parents, teaching staff and support staff about how to identify and respond to bullying.
3. Use pupil and parent questionnaires to analyse and respond to requirements.
4. Identify opportunities that already exist as part of the school curriculum in which bullying is a subject of discussion in subjects such as Drama, Welsh, English, PSE and Religious Studies, and develop them continuously through schemes of work.
5. Allocate specific procedures to deal with complaints from parents or pupils:
 - i. The Head of School will investigate every case of bullying that is brought to his / her attention by a pupil, teacher or parent;
 - ii. The Head of School or key worker will listen to and consider the complaint seriously. They will make use of the school pupil bullying documentation in order to ascertain whether this is indeed an incident of bullying. ;
 - iii. Records will be kept by the Head of School, including comments from the victim, bully and teachers;
 - iv. Ensure that there is an opportunity to arrange a remedial meeting;
 - v. The victim will be monitored regularly under the supervision of the class tutor or Head of School;
 - vi. Arrange support for individuals appropriate to their specific needs;
 - vii. Any additional support will be considered in order to improve attitudes. However, the bully will not be allowed to continue to behave in a way that causes pain to another pupil;
 - viii. Evaluate results.
6. The school environment must not favour the bully.

This includes:

- i. Supervising the campus;
- ii. Developing a 'social' campus;
- iii. Specific toilet areas.

KEEPING RECORDS

In serious cases, it is very important to keep a daily written and dated record of the actions that was taken to solve a bullying incident, including all of the correspondence and telephone calls.

The Welsh Government recommends that organisations should record every case of bullying and that they should inform the Local Authority's Behaviour Support Service about the statistics at the end of every term via SIMS.

From 2012 onwards, the school has been required to inform the Local Authority about the school's bullying statistics at the end of each term.

Advice for Parents

Do not confront the bully or his / her parents – work with the school or the organisation.

What is the first step if I believe that bullying is taking place?

Contact the school at once in order to speak with the Head of School, either over the telephone or in person at the school. Record the incidents (Who? What? Where? When?) in order to help the Head of School to deal with the issue.

How can I help my child?

There are several steps that you can take after contacting the school. It is important that you give your child the confidence to realise that he / she is not at fault. It is important that the child is encouraged and helped to tell someone.

What will the school do to help?

The school will consider your concerns seriously. Firstly, 'no fault meetings' will be arranged between individuals, witnesses and the opposing sides. The school will contact the home of the pupil that is accused of bullying. The school will provide advice for your child and guidelines for the bully. If there is no change in the bully's attitude, contact the school **again** so that we can deal with the individual and inform his / her parents about the situation.

What if I am not satisfied with all of these steps?

Contact the school to discuss and share your concerns. We must work together to find the best way forward. Bullying usually happens in places and under circumstances where staff are not present and therefore changing long-established behaviour patterns that existed before a pupil started attending Garth Olwg is very challenging. However, our policy and commitment is robust: everyone has the right to be happy, unless the individual in question has surrendered his / her right as a result of anti-social attitudes. We are committed conscientiously to our responsibility to work with you to ensure that your child is happy here.

Useful websites and telephone numbers

www.bullying.co.uk

www.kidscape.org.uk Tel: 08451 205 204

www.parentlineplus.org.uk Tel: 0808800 2222

www.snapcymru.org

www.wales.gov.uk/respectingothers

www.antibullying.net

www.childline.org.uk Tel: 0800 1111

www.ace-ed.org.uk

