



Anti-Bullying Policy

Date: September 2024

Review Date: September 2025

	Signed	Date
Chair of Governors		24.10.24
Headteacher		24.10.24
Designated SLT		
Designated Governor		
Union representation		

Anti-Bullying Policy

Introduction

Cyfarthfa High School is committed to providing a supportive, caring and safe environment in which all children are free from the fear of being bullied. As a school we take bullying and its impact seriously. Bullying of any form is not tolerated in our school, whether carried out by a child or an adult.

Staff, children and parents or carers will be made aware of the school's position on bullying. Bullying behaviour is unacceptable in any form. The school has high expectations of outstanding behaviour and we consistently challenge any behaviour that falls below this. Anyone who knows that bullying is happening is expected to tell a member of staff.

Any child who is a victim of bullying will be dealt with in a sympathetic manner. If bullying is suspected or reported, the incident will be passed on immediately, by the member of staff informed, to pastoral staff and/or the safeguarding lead. A clear account of the incident will be recorded and logged on provision map and or ClassCharts. All staff will be informed so that close monitoring of the victim and bully can begin. Parents of both parties will be informed.

What is bullying?

Workload Impact Assessment

Policy name:	
Date of assessment:	September 2020
Assessed by:	

The policy complies with and is consistent with the teachers' contractual entitlements.	
The policy and any related procedures were introduced following full consultation with the each union.	
The policy and any related procedures include a specific statement regarding workload impact.	
The policy has been piloted/trailed/evaluated to enable an assessment of workload impact to be made.	
The impact of the policy and related procedures is that they have not added additional hours of working	
The policy does not duplicate any other existing policy.	

Bullying is unacceptable. Our school will respond promptly and effectively to reported incidents of bullying.

In our school community:

- Everybody has the right to be treated with respect.
- Everybody has the right to feel happy and safe.
- No-one deserves to be a target of bullying.
- Pupils who bully need to learn different ways of behaving.

National research has shown that some groups of pupils are particularly vulnerable to bullying these include pupils with ALN, looked after children, pupils from minority ethnic groups or faiths, young carers, LGBT pupils and those perceived to be LGBT.

Types of bullying behaviour

Bullying can take many forms:

- Emotional - being unfriendly, excluding, tormenting, threatening behaviour
- Verbal - name calling, sarcasm, spreading rumours, teasing, use of derogatory language
- Physical - pushing, kicking, hitting, punching or any use of violence
- Extortion - demanding money/goods with threats
- Online – use of social media, messaging and calls. Misuse of associated technology e.g photos and videos.
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact, sexually abusive comments
- Homophobic or biphobic - bullying because of sexuality or perceived sexuality
- Transphobic – because of gender identity or perceived gender identity

Preventing Bullying

We foster a clear understanding that bullying, in any form, is unacceptable. We believe that preventing bullying is the responsibility of our whole school community and when there are incidents of bullying, we will work together to deal with the situation and to learn from what has happened.

In our school we do this by:

- Involving the school community in developing our policy including a child/ pupil friendly version of our policy.
- Using assemblies to ensure that pupils understand the differences between relational conflict and bullying.
- Building a positive ethos based on respecting and celebrating all types of difference in our school.
- Creating a safe and happy environment, with consequent positive relationships that have an impact on learning and achievement.
- Having a positive ethos that all pupils, staff and parents understand.

- Work in school which develops empathy, social skills and emotional understanding e.g. PSHE, Citizenship, social and emotional learning programmes.
- Actively create 'safe spaces' for vulnerable students (student support and the ALN Hub)
- Train all staff to identify bullying and follow the schools anti-bullying policy and procedures.
- Secure the safety of the target of bullying. Take actions to stop the bullying from happening again. Whole school learning - reflection on what we have learnt
- Think about any safeguarding concern and report concerns to Designated Safeguarding Lead.
- Provide assurances to child that concerns have been listened to and action will be taken.
- Consider who else is involved and what roles they have taken.
- Send clear message that the bullying must stop.
- Work with both parties to find solutions. Identify the most effective way of preventing reoccurrence and any consequences.
- Reflect and learn from bullying episodes –consider what needs to happen next to prevent future bullying e.g. PSHE, training, outside agency support etc.
- Raising awareness of online bullying through regular e-safety lessons including the celebration of safer internet day.
- Adopting a social model approach to bullying. Diversity is valued and everyone is included in our school.
- Focussed work with individuals and groups of pupils where required to support understanding and development of social skills e.g. social skills groups, ELSA (Emotional Literacy Support Assistant), I2A, BST, Police.
- Offering training to all school staff around bullying, including specific guidance on those groups who are most likely to be bullied.
- Implementation of restorative practices to support the development of positive relationships post incident.
- Ensure parents are signposted to independent advice where needed and necessary.
- Will report incidents of bullying to the LA in a regular audit review.

Reporting bullying

In our school pupils are encouraged to talk to staff when they are unhappy or have concerns. Pupils in our school understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe.

Pupils are encouraged to report bullying to:

- A trusted adult
- Their form tutor
- Raising Standards Lead
- Progress Leader

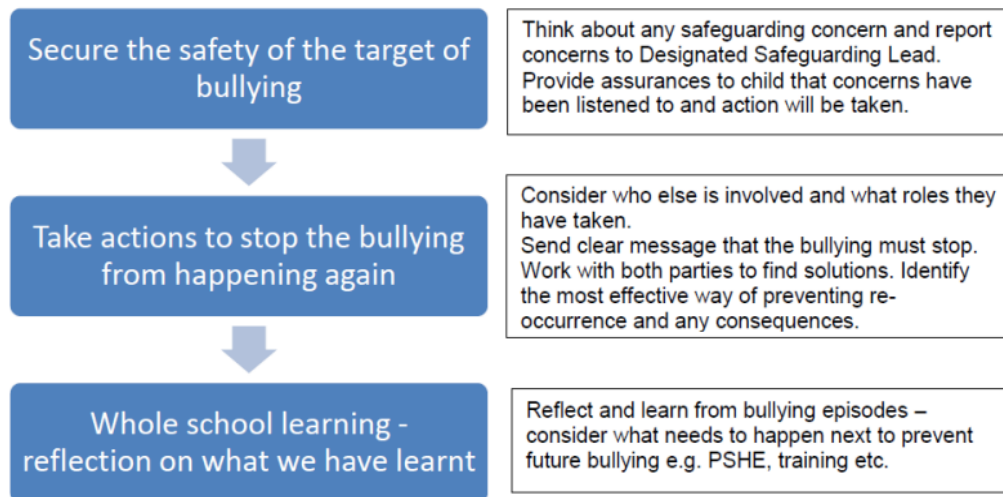
A bullying button is available on our website where incidents can be reported. Students are also able to raise concerns via their wellbeing check in on ClassCharts.

Children are taught that it is important to talk to a trusted adult if bullying is taking place outside of school.

Parents are also encouraged to report concerns and bullying to named individuals. This is normally the form tutor or raising standard lead.

When pupils report their concerns our staff are trained to LISTEN and to BELIEVE. We involve children as far as possible in finding solutions.

Responding to Bullying



We monitor and review all bullying incidents to determine any patterns or trends that may require further action. On a regular basis we give pupils the opportunity to feedback on how safe and happy they feel at school, we do this through pupil questionnaires and School Council meetings.

When dealing with an incident of bullying staff will raise a safeguarding concern via ClassCharts. This log will detail the nature of the incident and allow for further investigation and detailed recording.

Procedures for parents:

If a parent has any concerns about their child, they should speak to their child's Raising Standards Lead immediately. If a parent thinks bullying is the issue, the matter will be referred to the Progress Leader and/or the Designated Safeguarding Lead.

If a parent feels unable to talk to the Raising Standard Lead, they can make an appointment to speak directly with the Progress Leader.

The school will work with both the child and the parents to ensure that any bullying is stopped, and that support is given where needed.

Parents should not confront the bully or their parents. This can complicate the situation and distress the pupil.

The school will deal directly with all children involved and their parents directly. Parents will be kept informed of any actions the school is taking.

If parents feel that their concern has not been dealt with appropriately, they should follow the school's complaints policy which is available on the school's website.

If the incidents of bullying take place outside of school parents could also seek further advice from the police or a solicitor and ask for a letter to be sent to the bully's parents informing them of the legal consequences of this behaviour.

All members of the school community, including pupils, staff, parents and governors, are expected to always treat everyone with dignity respect. This includes both face-to-face contact and online.

Links with other policies

This policy links to the following policies and procedures:

- Complaints policy
- Computer usage and internet safety policy
- Safeguarding policy
- Parental engagement policy
- Communication policy

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The impact of the policy and related procedures is that they have not added additional hours of working	
The policy does not duplicate any other existing policy.	
All policy has been reviewed in order to access whether any outdated and unnecessary.	
The College has identified the resources necessary to support the policy, including staff time, any additional staffing and appropriate equipment.	
Implementation of this policy will not result in any additional meetings/activities that have not been identified within the College calendar, published and revised in consultation with the Unions.	
All staff (including the headteacher) have had training to ensure that the policy and any related procedures are carried out without increasing workload burdens.	
The policy and related procedures are reviewed regularly to ensure that additional workload burdens have not been added over time.	