



Anti-Bullying Policy

**This policy was agreed by the Governing Body in March 2012 and
Implemented in March 2012. It will be reviewed in March 2019.**

Signed Chair of Governors

Signed Headteacher

Our aims:

All staff at Treorchy Comprehensive School believe it is of the utmost importance to ensure that every pupil should receive the best possible learning experience. This means that we are dedicated to ensuring that pupils should be free from abuse and victimization.

We aim to promote ourselves as a 'telling school' and actively educate and lead by example to maintain a community which supports the physical and emotional well-being of staff and pupils alike;

- All pupils are listened to, treated with respect, and have their race and cultural identity recognized.
- Bullying goes against the ethos of Treorchy Comprehensive School and it will not be tolerated – pupils and parents alike should feel assured that we are pro active in our endeavours to deal with any bullying incidents- and continually seek to have as many routes as are required whereby incidents may be brought to the attention of staff.

What is bullying?

Bullying is a **deliberate** hurtful behaviour that is repeated over a period of time, often in situations when those being bullied are unable to defend themselves. It is a wilful conscious desire to hurt someone.

Occasional disagreements, arguments and name calling are not examples of bullying but are nevertheless unacceptable and deeply hurtful forms of behaviour which will not be tolerated in the school

We recognise that bullying can be very diverse and it is difficult to provide a comprehensive list of behaviour but the following are recognised as the most common forms of bullying (ref SEP 'Protected Characteristics' and appendix for information on why bullying takes place and signs/ symptoms of bullying)

Physical (may consist of deliberate pushing, hitting etc – if it is an assault the police may be contacted. This type of bullying may include deliberate theft where the intention is to create fear and give power to the bully.)

Verbal (may involve name calling, written notes, could include threats of violence)

Emotional (may involve pupils being laughed at – lowering their self confidence)

Relating to disability (this is also covered in the 'Disability Equality Scheme')

Racially motivated (all incidents to be reported to Director of School Administration)

Homophobic/Biphobic/Transphobic/Gender-Neutral Phobic (includes deliberate and inappropriate use of inappropriate language)

Cyber bullying (e.g.: sending malicious texts/emails; inappropriate comments on MSN etc/inappropriate use of visual images)

Silent (deliberately causing hurt by excluding someone from groups etc – isolating them)

We recognise that there is no single strategy that can be applied in dealing with such a complex issue and consequently we have a variety of methods in play which are reviewed regularly.

PREVENTION

- All staff are vigilant around school and must report any incidents / concerns to relevant Head of Learning and Skills/ senior member of staff.
- Staff must be punctual to all lessons and should not leave classes unattended.
- Upon entry into Year 7, pupils are issued with a copy of the anti bullying booklet if requested detailing symptoms / signs that parents should look out for as indicators that their child may be the victim of bullying. The booklet also includes useful contact information for parents should they need to speak to the school, and numbers for mobile phone companies in cases of SMS (text) incidents.
- Regular one to one interviews are held with pupils to discuss their progress and on line surveys of their attitudes to school are used to identify potential risks, concerns or areas for further development.
- Examples of actions taken as a result of such surveys have been used to examine the school environment carefully and utilise lunchtime supervision to target staff presence in locations where bullying could take place.
- We have consulted pupils (via a questionnaire and the school council) and have taken on board their suggestions / comments and will continue to do so.
- All bullying incidents are logged with Heads of Learning and Skills and a record is kept as to the action taken.
- The PSE curriculum includes an Anti Bullying package.
- A buddy system has been established for Key Stage 3 pupils.
- During National Anti Bullying week there are increased activities and assemblies aimed at further promoting school ethos
- A “bully post box” is available to enable pupils wishing to report incidents. A response to any report will be made as soon as possible.
- The anti bullying policy is reviewed annually.
- Copies of our anti bullying charter (see appendix) are displayed in all classrooms.

After any report of bullying the following procedure will take place:

- Incident will be logged with head of learning and skills
- A member of staff (usually the head of learning and skills/guidance learning support officer or form tutor) will talk to bully victim

- A member of staff (usually the head of learning and skills/guidance learning support officer or form tutor) will talk to alleged bully
- Parents will be informed if it is found that bullying has occurred
- Opportunity for bully and victim to meet and strategies will be implemented with the intention that the incident does not re-occur (It is important for the victim to regain some control of the situation and the bully needs to be made aware of the consequence of his/her actions)

Strategies used to help relationship between bully and victim:

Pupil agreements (mediation)/restorative meetings
 Parents invited into school to liaise with Head of Learning and Skills
 Eye to Eye counselling

Disciplinary action

The action taken by the school will depend upon the specific circumstances. It is inevitable that each situation merits its own course of action but parents will be involved.

Sanctions could include one or more of the following:

- Fixed term or permanent exclusion / Pupil Support Class
- Behaviour report focusing on ‘bully’s’ behaviour in classes
- Internal isolation at break and lunchtimes
- Police involvement
- Community service around the school
- Interview with LT/Governors

Dealing with racist incidents

Racism or indeed any form of discrimination will not be tolerated at Treorchy Comprehensive School and all incidents are to be treated seriously.

It is a legal requirement that we log all racist incidents and details must be passed to the Deputy Headteacher

Compiled by: R Davies Assistant Headteacher	Revision Number: 6
Approved by: SMT, Leadership Forum, Governing Body, School Council	Revision date: March 2018 Person Responsible for Revision: R Davies