

Cynffig  
Comprehensive  
School

Ysgol  
Gyfun  
Cynffig



# Anti-Bullying Policy

Reviewed February 2017

## **ANTI-BULLYING POLICY**

This policy forms an essential part of the School's Safeguarding Children and Child Protection policy and Self-Harm Policy. It should be viewed in conjunction with these.

***Every member of Cynffig Comprehensive School has the right to enjoy an environment free from fear and intimidation by any child or adult associated with the school.***

### **AIMS AND OBJECTIVES**

We are committed to providing a caring, friendly and safe environment for all pupils so they can learn in a relaxed and secure atmosphere. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

At Cynffig Comprehensive school we aim:

- to recognise that bullying of any kind is not acceptable and will not be tolerated
- to encourage a supportive environment which breaks any code of secrecy and encourages pupils to share fears and concerns
- to implement the agreed procedures for dealing with incidents of bullying
- to provide support for victims of bullying
- to change the bully's behaviour
- to involve the wider school community in supporting our policy
- to ensure all governors, teaching and non-teaching staff should know what the school policy is on bullying and follow it when bullying is reported

## **WHAT IS BULLYING?**

### **Definition**

*"Bullying is a series of abusive or aggressive acts which can hurt, threaten or frighten you. There are a lot of different types, including emotional, physical and verbal bullying, and can be as a result of a person's age, disability, gender, race, religion or sexual orientation. It is often targeted for specific reasons or it can be random. It can leave a person with low self-esteem, and leave them feeling isolated and traumatised".*

*Bridgend Anti-Bullying network 2016*

Bullying is any deliberate behaviour which causes another person to feel hurt, threatened or frightened. It can take the form of physical contact, verbal abuse, unacceptable demands or intimidation, cyber bullying.

Bullying results in pain and distress to the victim.

Bullying is "Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally."

### **Bullying can be:**

All members of the school community should recognise that the following can constitute bullying.

<b>Physical Contact</b>	punching, hitting, pushing, kicking or any use of violence
<b>Verbal Abuse</b>	name calling, threats, family insults, rumours, racist/sexist remarks
<b>Emotional</b>	being unfriendly, excluding
<b>Unacceptable Demands</b>	extortion of money/possessions, etc
<b>Intimidation</b>	exclusion from friendship groups, gestures (physical and visual)
<b>Cyber Bullying</b>	using a mobile phone or social networking site to abuse intimidate or make defamatory remarks

## **Signs and symptoms of Bullying**

Indications of pupils who may be at risk from bullying may include:

- lack of friends
- unusual illness/absenteeism
- volatile, sulky or tearful behaviour
- poor communication

## **Characteristics of Bullying**

- it is often planned, but it can be spontaneous
- it is intentional
- a victim is identified and then pursued
- there is a desire to get satisfaction through intimidation
- pressure is exerted to demonstrate power

It is important to recognise that there can be times when pupils make others feel bullied through thoughtless or insensitive behaviour. This must, however, still be dealt with and the victim supported.

We recognise that bullying hurts. Everybody has the right to be treated with respect.

## **IMPLEMENTATION**

- to involve the whole school community in combating bullying by:
- raising awareness through the curriculum, for example through Personal, Social Education (PSE) and Form Time and assemblies:
- presenting a clear message that bullying is an unacceptable activity through the policy and procedures for dealing with bullying:
- provide opportunities to develop pupils' social and emotional skills and their resilience

## **DEALING WITH BULLYING**

To ignore bullying is to condone it.

A member of staff who becomes aware of bullying has a responsibility to deal with the incident immediately, and to ensure that full details are passed to the relevant Head of Year as soon as possible. Staff should never disbelieve a complaint. It is important to ascertain the nature of the bullying.

Staff should report incidents to the Learning Leader.

The Learning Leader then decides on an appropriate course of action. This may involve the original member of staff, tutor or Learning Leader following the matter up to ensure a successful conclusion. This should include the parents of pupils involved where appropriate. In the case of more serious incidents the Assistant Headteacher with oversight of the Pastoral Teams should be informed immediately.

There is a wide range of courses of action available in dealing with such incidents: Examples are:

- ✓ Bullying record
- ✓ No Blame Approach
- ✓ Resolution work/mediation
- ✓ A behaviour contract
- ✓ Actively create “safe spaces” for vulnerable pupils
- ✓ Peer listening support
- ✓ Work with local community

Incidents should be investigated and appropriate interventions and monitoring put in place.

## **LIAISON WITH PARENTS AND CARERS**

We will ensure parents/carers know whom to contact if they are worried about bullying. We will work with parents and the local community to address issues beyond the school gates that give rise to bullying.

## **MONITORING AND REVIEW**

School policies are subject to regular review by the Governing Body. Any changes will be published.

## LINKS WITH OTHER POLICIES

The following are linked to this policy and should be noted when dealing with cases or suspected cases of Bullying

- Safeguarding Children and Child Protection Policy
- Behaviour / Discipline for Learning Policy
- Racial Equality and Cultural Diversity Policy
- PSE Policy
- Self-Harm Policy

## Useful Resources and Helplines

**Childline** – 24 helpline for children and young people.  
0800 1111 (free phone from landlines) or 0800 400 222 – text phone.  
[www.childline.org.uk](http://www.childline.org.uk)

**Kids Power** – Interactive website for advice and information for parents.  
[www.kidspower.co.uk](http://www.kidspower.co.uk)

**The Mix** - Support information for under 25s. Freephone 0808 808 4994  
[www.themix.org](http://www.themix.org)

**5 useful websites** – Support group of 5 useful website for parents for bullying and cyberbullying  
[www.makeuseof.com](http://www.makeuseof.com)

**Fixers** - Interactive website for Cyber bullying  
[www.fixers.org](http://www.fixers.org)

## **Appendix 1**

### **Bullying – Managing Process**

The flowchart provides guidance on assessment and possible courses of action for supporting pupils who involved in Bullying incidents. The main aim of this model guidance is to provide support for staff when supporting children and young people who are either the victims or perpetrators of Bullying. This will ensure a consistent, caring and appropriate response.

- Duty of care is, as always, paramount.
- The child or young person is central to the whole process and should be given appropriate priority by all involved.
- All staff will adhere to a consistent response to Anti-Bullying incidents
- The emotional wellbeing and mental health of the child and young person must be supported and harm minimised.

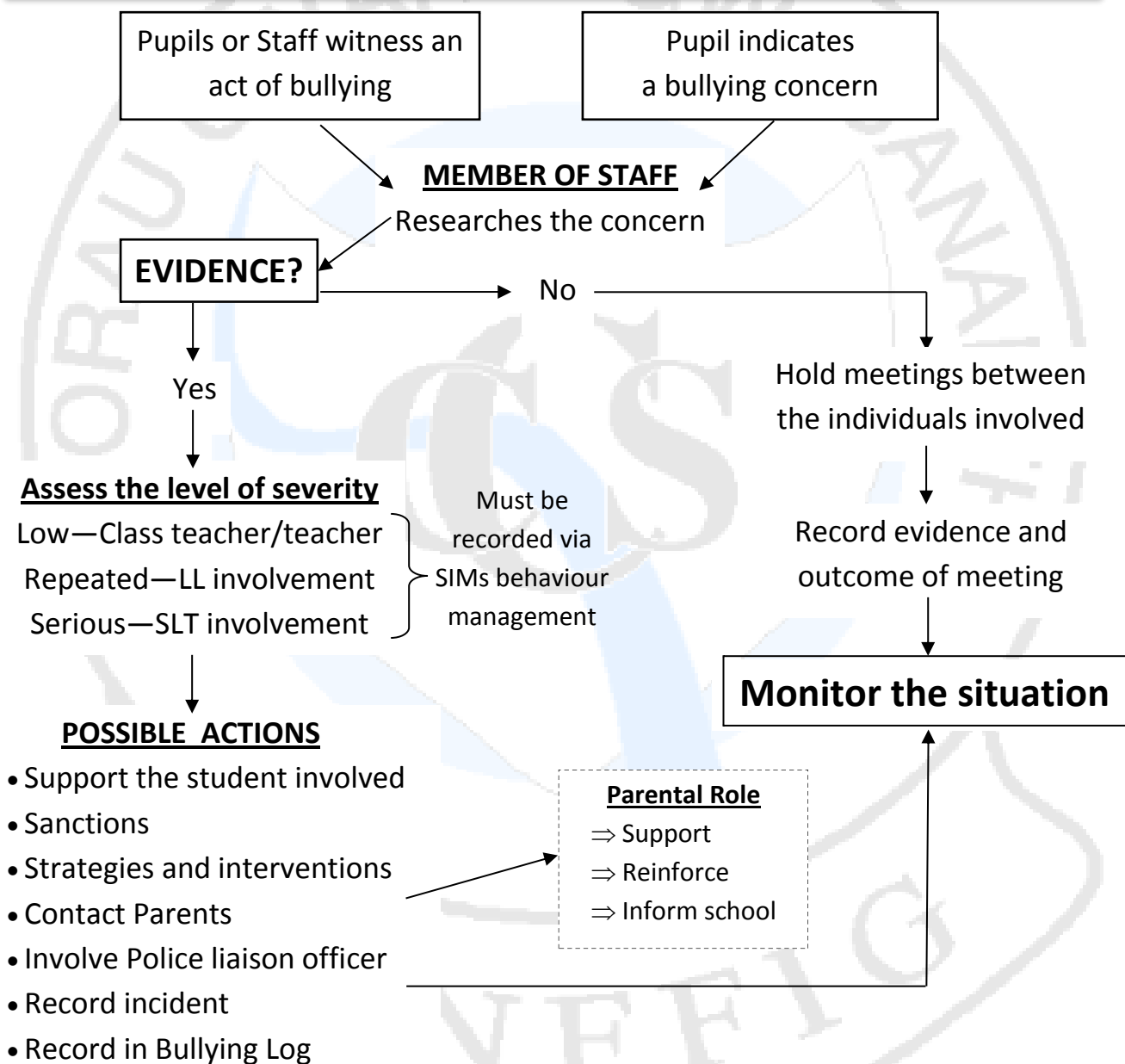
## **Appendix 2**

The Log sheet/record provides guidance for staff on reporting and recording Bullying incidents. This should be used in conjunction with reporting and recording within SIMs Behaviour Management and individual pupils files.

## CYNFFIG SAYS NO TO BULLYING

*"Bullying is a series of abusive or aggressive acts which can hurt, threaten or frighten you. There are a lot of different types, including emotional, physical and verbal bullying, and can be as a result of a person's age, disability, gender, race, religion or sexual orientation. It is often targeted for specific reasons or it can be random. It can leave a person with low self-esteem, and leave them feeling isolated and traumatised".*

*Bridgend Anti-Bullying network 2016*



***"To ignore bullying is to condone it"***



***"If you laugh at it, you are part of it"***



	ANTI-BULLYING LOG BOOK		DATE

DATE	PUPIL NAME (Victim)	FORM	Other pupils involved – perpetrator/witness	CONCERN/INCIDENT	ACTION	Parents/Carers informed?