



Blaengwawr Comprehensive School

Anti-Bullying Policy

Philosophy

Everyone at Blaengwawr Comprehensive School has the right to feel welcome, secure and happy. Only if this is the case will all members of the school community be able to achieve their maximum potential.

Blaengwawr acknowledges that there is a potential for bullying to occur in school, as it will do in other institutions or places where people of any age meet or group together. Bullying is defined as: *'aggressive or insulting behaviour that intentionally hurts or harms'* (Ofsted). Bullying is directly opposed to the aims and philosophy of Blaengwawr Comprehensive School, which is *'to develop a caring community which exercises concern and respect for the welfare of others, emphasising the importance of good human relationships based on sensitivity, tolerance and goodwill'*. The school will not tolerate harassment and consequently all forms of bullying are unacceptable and it is everyone's responsibility to prevent this happening. This policy contains guidelines to support this ethos.

Principles

The principles of the school's Anti-Bullying Policy are to:

- reduce and eradicate instances in which pupils are subjected to bullying in any form.
- provide appropriate means of support should an incident of bullying occur.
- ensure that all pupils and staff are aware of the school's policy and fulfil their obligations to it.
- meet any legal obligations which rest with the school.

The principal forms of bullying are verbal, physical and manipulative.

Verbal bullying may:

- Involve name calling.
- Make use of written notes, e-mails or mobile telephone messages.
- Include threats of physical violence.

Physical bullying:

- Often consists of deliberate jostling, bumping, pushing or shoving. Those responsible may easily maintain that it is accidental when detected for the first time. It is a criminal offence where it involves assault, actual bodily harm or wounding.

- May involve theft or damage to property (accompanied by the threat of violence). Not all theft or damage is bullying, but it is where the intention is to create fear and use power improperly.

Manipulative bullying:

- Manipulates social networks with the intention of excluding, ostracizing or marginalising individuals from their friends and normal relationships.
- Spreads rumours or malicious accusations.

Bullying frequently focuses on individual differences or anything that is implied to be different from the majority. In this respect it undermines the school's work in promoting equal opportunities and teaching social and moral principles. Bullying may seize upon aspects of body shape or appearance or focus on parental, cultural or ethnically-based lifestyles. It may dwell upon race, religion or nationality. It may also reflect upon race, religion or nationality. It may also reflect parental ignorance and bigotry or neighbourhood feuds. Sexual bullying may involve misogyny or homophobia and focus on alleged sexual attractiveness or lack of it.

Blaengwawr Comprehensive School views bullying seriously. The main aim is to foster an atmosphere where bullying is discouraged and is seen to be inappropriate and wrong.

Procedures

Awareness

The first step is to ensure that all stakeholders are aware of what bullying is and what steps they should take should they encounter any bullying.

Parents

- Are targeted when their child is in year 6 of Blaengwawr's four feeder primary schools. Visits to the four feeder primary schools to speak to parents, take place between September and November, conducted by the Headteacher and other members of the Senior Management Team. Bullying will be raised as an issue and the school's philosophy and procedures outlined to parents and prospective pupils.
- The issue will be discussed with all other parents and pupils on their admission interview to the school.

Pupils

- Bullying and the school's anti-bullying procedures are an issue that must be covered at the start of the school year in both tutorial periods and personal and social education (PSE) lessons. It might also be covered in assemblies if deemed appropriate.
- It may be revisited at any time during the academic year if it is deemed necessary.

Staff

- All new members of the teaching staff will discuss the anti-bullying policy and procedures with the member of the Senior Management Team who is responsible for their induction (currently Mrs M. Pearce – Deputy Headteacher). This will take place at the earliest opportunity during the academic year.

- The same procedures apply for student teachers placed at the school. The current member of the Senior Management Team who is responsible for their induction is Dr M.G. Thomas.
- The procedures will be disseminated to all other staff through staff meetings and INSET days. All staff will be provided with a written copy of this policy.

Governors

- The policy will be presented to the Governing Body every two years for re-adoption. Account will be taken of their views.

Signs and Symptoms of Bullying

A child may indicate by signs of behaviour that he or she is being bullied. Adults should be made aware of these possible signs and that they should investigate if a child:

- is frightened of walking to and from school
- does not want to go to school or on the bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school
- begins truanting
- becomes withdrawn, anxious or lacking in confidence
- starts stammering
- attempts or threatens suicide or running away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in their school work
- comes home with torn clothes or damaged books
- has possessions go 'missing'
- asks for money or starts stealing money
- has dinner or other monies are continually 'lost'
- has unexplained cuts or bruises
- comes home hungry (money/lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what is wrong
- gives improbable excuses for any of the above.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Combating Bullying

The second step is to ensure that there is a simple and easily understood procedure for reporting bullying.

- All stakeholders must ensure that any suspected cases of bullying are reported as soon as they occur.
- Incidents of bullying can be reported to any member of staff or Sixth Form pupil, as it is important that the victim feels that they can talk to a particular member of staff or Sixth Former.
- That person should encourage the victim to talk about the incident(s). A Bullying Incident Report Form should be completed and signed by both pupil

and member of staff and forwarded to the relevant Head of Key Stage (or equivalent).

- The Head of Key Stage or another member of the Senior Management Team will investigate the incident(s) using the same procedures as other disciplinary/code of conduct matters. Ultimately all Bullying Incident Report Forms should be returned to the Deputy Headteacher (currently Mrs M. Pearce) to ensure that they are recorded on the SIMS computerised system for behaviour monitoring.
- Where the circumstances warrant, parents will be notified of bullying incidents.
- Counselling will be made available to both the perpetrator and victim, if this is felt appropriate.
- The school's established sanctions will be used against the perpetrator(s). Ultimately permanent exclusion could result for serious or long-lasting offences.

Guidelines for Dealing with Bullying Incidents

- Be available and provide immediate support, showing that you are prepared to listen.
- Interview the participants separately and in private.
- Take notes and read them back to the participant concerned to ensure that they represent an accurate record.
- Encourage participants to write their own account, where appropriate.
- Enter the details on the SIMS Behaviour Management System and alert the Head of Key Stage or equivalent, taking account of the urgency of the incident.
- The Head of Key Stage, or another member of Senior Management Team, should then try to ascertain whether or not a bullying incident has taken place.
- If a bullying incident is adjudged to have taken place then appropriate sanctions should be enacted against the perpetrator(s).
- If it is felt that a fixed-term or permanent exclusion is warranted, then the incident should be referred to the Headteacher for a decision.
- Relevant staff should be made aware of the incident (for example, the Form Tutor) and all staff made aware of the incident at the weekly staff briefing. Senior Management and pastoral staff will be made aware of the incident at the pastoral meeting held at the end of each day.
- Staff should then remain vigilant in monitoring the situation in case the bullying continues.

Performance

The Deputy Headteacher responsible for conduct (currently Mr M. Pearce) is to provide termly statistics on bullying incidents from the SIMS system. They will be compared with the statistics for the same period during the previous academic year or years. The policy's effectiveness can be ascertained by a reduction in the number of bullying incidents.

Help Organisations

Advisory Centre for Education (ACE)	020 7354 8321
Children's Legal Centre	01206 873820
KIDSCAPE (Parents' Helpline, Monday – Friday, 10.00am- 4.00pm)	020 7730 3300
Parentline Plus	08088 00 2222
Youth Access	020 8772 9900

Policy prepared by Headmaster (Mr DS Evans) in June 2003

Agreed with Governors in June 2003

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