

**NEWBRIDGE SCHOOL
YSGOL TRECELYN**



ANTI-BULLYING POLICY



NEWBRIDGE SCHOOL – YSGOL TRECELYN

ANTI-BULLYING POLICY



RATIONALE

Pupils have the right to learn in a supportive, caring and safe environment without the fear of intimidation and fear of being bullied. Newbridge School has a clear set of guidelines and procedures for dealing with bullying. We regard any incidents of bullying to be extremely serious.

SCHOOL POLICY

Bullying may be verbal, physical or psychological. The school is also aware that cyber-bullying is a very real threat and is proactive in addressing this. Bullying is the wilful, conscious desire to hurt, threaten, upset or frighten anyone. The pupils know that bullying is totally unacceptable and that they must inform a teacher if it happens to them. It is the responsibility of all staff to be aware and work together to prevent bullying from happening. The Headteacher and senior staff will take the lead in creating a climate in which pupils will report immediately any bullying incident in the expectation that it will be dealt with urgently and firmly. It is important to develop positive strategies for pupils to cope with this type of situation and to encourage all pupils to be against bullying.

FRAMEWORK

- A clear procedure will be followed should bullying occur (see Procedures).
- These procedures will aim to support both the alleged bully and alleged victim(s) and work towards preventing reoccurrence.
- Pupils are re-assured that all staff are willing to listen to complaints and to intervene on their behalf. Pupils are to be encouraged to report any incidents of bullying to their Form Tutor, Progress Leader or Leader or Head of Key Stage.
- Pupils are involved in activities that raise awareness of conflict issues and in discussing school codes of behaviours through PSHE, subject lessons, presentations by outside agencies and Whole School Council.
- Pupils therefore are to be involved in maintaining and updating bullying policy through discussion at School Council and with Form Reps.
- An 'open' approach is to be encouraged whereby good relationships between staff and pupils enable disclosure of incidents should bullying occur.
- The aim of our policy is to reduce incidents of bullying. Therefore, the alleged bullies will need time and strategies to counteract and address bullying behaviour.
- The school will enlist the support of specialist support agencies in the event of complex and unresolved matters.
- Parents of both parties will be informed throughout

WHAT TO DO AND HOW TO ACT

PROCEDURES

- Any bullying / alleged bullying incident reported to the Progress Leader
 - Both alleged bully and alleged victim interviewed by Progress Leaders in the first instance and Heads of Key Stage.
 - The alleged bully and alleged victim will be asked to record the events in writing
 - The Progress Leaders should record all his/her discussions with all parties and file where appropriate
 - The Head of Key Stage for KS2/3 or KS4/5 should be informed, is appropriate.
 - Parents of all parties where appropriate will be informed of issue, interview and developments
 - Issue appropriate response and sanctions
 - Openness and honesty are paramount in all discussions with those involved
- Clear written records to be kept by Learning Leader/Head of Key Stage of all pupil related files



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STAFF MUST DEAL IMMEDIATELY WITH ANY INCIDENT THEY WITNESS, EITHER IN THEIR OWN CLASSROOM OR AROUND THE SCHOOL.

COMMUNICATION IS ESSENTIAL AND SUSPECTED BULLYING MUST BE REPORTED TO THE PASTORAL LEADER

THE PASTORAL LEADER IN TURN MUST INFORM THE APPROPRIATE AHT for KS3/4 OR OTHER MEMBER OF SLT

REGULAR FOLLOW-UP IS VITAL. THE APPROPRIATE AHT for KS3/4 IS RESPONSIBLE FOR ENSURING THIS OCCURS.

SIGNS OF BULLYING

Parents and teachers are the first to notice changes in behaviour, mood or study patterns. Some of the following may be early signs:

- Late to lessons
- Poor school attendance
- Selective truancy
- Change in standard of work
- Change of friendship groups
- Lack of friends
- Withdrawal/sudden lack of confidence
- Depression
- Evidence of inappropriate graffiti, text or e-mail messages (cyber bullying)

BULLYING FLOWLINE

1. INCIDENTS

- Reported
- Interviewed by progress leader recorded
- Parents / carers of alleged victim and alleged bully informed of punishment (if appropriate)

2. IF INCIDENTS CONTINUE

- Progress leader convene meeting with parents of alleged victim and alleged bully
- Strategy formulated with both sets of parents

3. IF INCIDENTS STILL CONTINUE

- AHT for KS3 / 4 convene meeting with parents of alleged victim and alleged bully
- Victim and bully referred to support centre staff for external assistance if necessary

4. IF INCIDENTS STILL CONTINUE

- Exclusion procedures initiated



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SUPPORT STRUCTURE

Pastoral / Subject Staff / Library / Mentors / Intervention Staff

The bullying policy is a public document within the school and as such staff are aware of the procedures that are to be followed should a bullying issue be reported. Pupils have the opportunity to report such issues to any member of staff with whom they feel comfortable in discussion.

PSHE Programme and Curriculum

The Personal, Social and Health Education programme encourages an open, discursive atmosphere in which issues can be discussed. Bullying as an issue will arise naturally from topic based work on Friendship, Relationships and Rights and Responsibility. Additionally within the formal curriculum the Drama department will focus on the issue of conflict, stressing the need for positive relationships.

Assembly

The school provides a morning assembly per week for each Year Group. A thematic structure operates throughout the year whereby there is a Thought/Theme for each meeting. The themes of "Friendship", "Relationships", conflict and peace will feature. Pupils work with form tutors at KS3 and produce and take part in each activity. Senior staff play a major role in the programmed themes but can also speak to whole year groups appropriately if an issue arises.

Primary Liaison

The Head of Key Stage 3 operates an ongoing programme liaising with feeder primary schools. KS2 pupils visiting their new school in July before arrival is a major vehicle for acclimatisation.

Duty Rota

The duty rota is used to regularly monitor all recreational areas at break/lunchtimes. If an issue is reported as occurring in a particular area then duty staff are alerted of the fact as a part of awareness.

Outside Agencies

The appropriate AHT for KS3/4 will use the skills of outside agencies should this be deemed appropriate.

POSSIBLE SANCTIONS

- Community Involvement in school related activity
- Removal of privilege/activity/school trip
- Detention
- Inclusion (withdrawn from lesson/separated from peers)
- Exclusion from school (fixed term or permanent where necessary)

FOLLOW UP PROCEDURES

- Involve outside agencies where deemed necessary
- Regular follow-up to bullying are dealt with or investigated by Progress Leader.

This will be by letter or telephone to parents and by interview with bully and victim.



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NEWBRIDGE SCHOOL PARENT GUIDANCE – BULLYING

Newbridge School has a clear set of guidelines and procedures for dealing with bullying. We regard any incidents of bullying to be extremely serious.

We rely greatly upon a spirit of partnership between school and parents.

Pastoral Leaders will thoroughly investigate every reported incident and interview both the alleged bully and alleged victim documenting the case thoroughly.

Parents of both parties will be informed throughout.

Discipline procedures will be implemented in accordance to the severity and frequency of the bullying and can range from community involvement in school, detentions, withdrawal from lessons through to permanent exclusion. Outside agencies will be involved as appropriate.

Signs of Bullying

Parents and teachers are the first to notice changes in behaviour, mood or study patterns.

Some of the following may be early signs:

1. Late to lessons
2. Poor school attendance
3. Selective truancy
4. Change in standard of work
5. Change of friendship groups
6. Lack of friends
7. Withdrawal/sudden lack of confidence
8. Depression
9. Evidence of inappropriate graffiti, text or e-mail messages (cyber bullying)

Parents are asked to be vigilant to any signs of bullying in your own child so that we can work together to eliminate any concerns. Newbridge School does not tolerate bullying.

A Victim of Bullying

A victim of bullying will remain so, if silence is maintained. Therefore, a victim must tell an adult. It doesn't matter if it is a parent, a form teacher, a lunchtime supervisor, the Headteacher or a subject teacher, as long as someone is told. A plan can be drawn up to stop the bully.

A victim will receive immediate support and reassurance. There should be no need for the victim to feel that matters will become worse. In 99% of cases, bullying will stop once it has been reported. Where bullying doesn't stop, further action will be taken and the bully will be punished.

Most bullies, once they have been identified and spoken to by a senior member of staff, will stop their unacceptable actions. Parental involvement and / or exclusion from school has a sobering effect on their behaviour.

Remember:

- Don't suffer in silence
- Don't stay away from school
- Don't be frightened
- Don't avoid the problem

TELL SOMEONE – ANYONE

Bullying can be stopped

All pupils should help themselves and others by not tolerating bullies in their friendship group. They should only accept people who do not bully others. This way, bullies will soon stop if they are socially excluded.