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# Cwmbran High School

## Anti-Bullying Policy

Approved by: Full Governing Body  
Last Reviewed on: 01/05/2024  
Next Review Date: 01/05/2027

# **Anti-Bullying Policy**

## **Aims of the School**

The aim of Cwmbran High School is to provide an excellent education for children from the local community in a safe, supportive learning environment underpinning our core values: *positivity, kindness, resilience, respect and creativity*.

Pupils should feel valued and make positive contributions to the school and their communities and develop to become ethical, confident and capable members of society.

## **Principles of behaviour**

Staff and pupils are expected to be *kind*, polite and courteous to one another, work together to create an environment that is conducive to learning and foster positive pupil and staff relationships and *creative* learning opportunities. We aim to create a harmonious, high achieving school where all pupils, irrelevant of starting points, can be *positive* and ambitious for their future and realise their potential.

## **Introduction**

Persistent bullying can severely inhibit a child's ability to learn effectively or a member of staff's ability to do their job. The negative effects of bullying can have an impact on a person for their entire life.

The school wishes to promote a secure and happy environment free from threat, harassment and any type of bullying behaviour, including racist and homophobic bullying.

Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell, and know that incidents will be dealt with promptly and effectively.

Therefore, this policy promotes practices within the school to reinforce our vision, and to remove or discourage practices that are contrary to our vision.

## **Definition**

Bullying behaviour involves an imbalance of power where a person or groups of people repeatedly and intentionally cause emotional or physical harm to another person or group of people. Isolated instances of hurtful behaviour, teasing or arguments between individuals of equal power should not be seen as bullying.

## **Consultation and policy formulation**

In order for the Anti-Bullying Policy to be effective the following people were involved in the planning, developing, implementing, monitoring and evaluation of the Policy:

- Head Teacher
- Deputy Head Teacher responsible for Behaviour
- Heads of Year
- Heads of Phase
- Teachers
- Education Welfare Officer
- Pupils, through the School Council
- Parents/Carers
- Governors
- Anti-Bullying Co-ordinator for Torfaen

## **Identifying bullying**

Bullying includes:

- Physical – against a person or group could include pushing, kicking, hitting, punching or any use of violence because of some perceived physical, economic, sexual, intellectual, cultural or racial difference.
- Emotional – being unfriendly, “banter”, excluding, ostracising or marginalizing individuals from their friends, tormenting e.g. hiding books, threatening gestures, or spreading rumours or making malicious accusations.
- Racial – racial taunts, graffiti, gestures.
- Sexual – unwanted physical contact or sexually abusive comments, based on gender.
- Homophobic – because of, or focusing on the issue of sexuality.
- Disability – because of, or focusing on the issue of a physical or/and mental disability, Additional Educational Need or/and long term health condition.
- Verbal – name-calling, sarcasm, spreading rumours, teasing/”banter”, threats and abuse.
- Cyber – all areas of internet, such as email and internet chat rooms misuse. Mobile phone threats by text messaging and calls. Misuse of associated technology, i e mobile and video facilities. The school has an Internet Safety Policy. Cyber-bullying is investigated and issues resolved as part of the current Pastoral System. Support for Cyber-Bullying is supported by the school’s Police Liaison Officer who meets with and supports victims. Assemblies are led by SLT to reinforce the effects and consequences of Cyber-Bullying

## **Strategies for the school**

The school aims:

- To prevent bullying.
- To make sure all governors, teaching and non-teaching staff, pupils and parents understand what bullying is.
- To make sure all governors, teaching and non-teaching staff know what the school policy is on bullying and follow it when bullying is reported.
- To ensure all pupils know what the school policy is on bullying, and what they should do if bullying arises.
- To enable pupils to understand that the Governors, Headteacher, all teaching and non-teaching staff will not tolerate bullying, either of the physical or verbal kind.
- To ensure all parents know what the school policy on bullying is and what they should do if bullying arises.
- To establish strategies that can be followed if bullying occurs.
- To place bullying in the context of the school discipline policy.
- To enable pupils to clearly understand what constitutes bullying through their planners, assemblies, PSE lessons and activity days, posters around the school, Year Group boards, and registration periods.
- To assure pupils and parents that they will be supported when bullying is reported and that incidents will be dealt with firmly by the school. To liaise with parents concerning incidents of bullying and to seek their help in taking effective measures against it.
- Where necessary the Police Liaison Officer will be informed of the bullying incident in order to continue investigating and prevent the bullying from continuing.
- Attempt through the HOY and the School Counsellor to help the bully (bullies) change their behaviour.

- To provide a forum (Registration) in which pupils can talk to staff about bullying that occurs outside school.
- The school counsellor is available via a referral procedure for any victims of confirmed bullying.
- A multi-level approach is necessary for the policy's success and so the following people will be involved in enabling this: Form Tutors, HOYs, HOPs, Deputy Headteacher and Headteacher.
- All areas of the curriculum should be used to change attitudes towards bullying and aggressive behaviour. This should occur when and where appropriate, for example, creative writing, Religious Education lessons, Drama lessons artistic work, Physical Education, library resources etc.
- Appropriate support for victims of bullying will be provided through the pastoral staff, Counsellor and Inclusion Dept.
- All staff on duty at break times and lunch times will ensure that the environment they supervise is free from bullying, and that if any incident of bullying is seen at this time that it is reported immediately to the HOY.

### **Strategies for parents**

- Stressing to their children the importance of acceptable behaviour.
- Actively endorsing and supporting the Anti-Bullying Policy.
- Stressing to their children that they must tell a member of staff if they are being bullied.
- Aiming to prevent out of school issues coming into school.
- To contact the police when an incident of violence, abuse, harassment or/and threats, especially involving a sexual, racial or/and homophobic nature occur outside of school hours and off the school premises.
- To inform the appropriate HOY/HOP when an incident, which has occurred outside school, could affect their child in school.
- Contacting mobile phone company, internet providers and the police when bullying occurs on their child's mobile phone and computers.

### **Strategies for pupils**

- Pupils should know that all incidents of bullying are to be reported to any member of school staff immediately.
- Pupils should understand that they will be asked to write up the alleged bullying incident on a Pink Incident Sheet and the reverse of the sheet to be completed appropriately by their HOY/HOP.
- All pupils to be made aware that instances of bullying will be considered as serious breaches of the schools' Behaviour Policy and will be followed by appropriate investigation. This will be done on a regular basis during assemblies, PSE lessons and Anti-bullying week. Victims will be informed of the action taken.
- Pupils must understand that they can talk to any member of staff about bullying that occurs inside or outside school.
- Appropriate support for victims of bullying will be provided through the Counsellor, Inclusion Dept or the pupil's appropriate HOY.
- The school counsellor is available via a referral procedure for any victims of confirmed bullying.
- Pupils must understand that attempts through the HOY/HOP and school counselor will be made to help the bully (bullies) change their behaviour.

## **Procedures**

- All incidents of bullying are to be reported to the appropriate HOY/HOP.
- Parents know that they should inform their son's/daughter's appropriate HOY/HOP if they are aware of an incident involving their child in school.
- All alleged bullying reports to be completed on a Pink Incident Sheet and the reverse of the sheet to be completed appropriately.
- All confirmed bullying incidents to be logged on an appropriate form or on SIMs by HOYs/HOP.
- All pupils to be made aware that instances of bullying will be considered as serious breaches of the school's Relationship and Behaviour Policy and will be followed by appropriate investigation and sanction applied as a result. This will be done on a regular basis during assemblies, PSE lessons and Anti-bullying week. Victims will be informed of the action taken.
- All pupils will know what constitutes bullying and that they must be encouraged to report all incidents in which they have been directly involved to any member of staff.
- The School Prospectus and website will include the Anti-Bullying Policy.
- All pupils must be encouraged to understand that to fail to notify staff of incidents of bullying are both to condone and encourage it. Pupils must understand that they have a responsibility for the safety of others and that their actions must not cause hurt or upset to other pupils.
- All new staff will be able to read the policy in their copy of the school's handbook, also during NQT induction meetings the policy will be discussed and procedures pointed out. All other newly appointed teachers will be spoken to by their appropriate HOY/HOP regarding Anti-Bullying procedures.
- The policy will be reviewed annually.

## **Timetable for development and review**

In order to assess the effectiveness of this policy, the following standards will be used as a means of measuring performance:

- All alleged incidents of bullying will be recorded and kept on file for monitoring and to prevent the repetition of the incident via Classcharts.
- The records will be kept by HOYs of confirmed incidents of bullying.
- These records will be collected every year in order to evaluate the effectiveness of the policy and the initiatives occurring in school to prevent bullying.
- The Deputy Head Teacher (Wellbeing Lead) collates all required information termly on behalf of the LA.
- The Educational Welfare Officer, through fortnightly HOY meetings, to discuss any attendance concerns which may arise as a consequence of bullying.
- To continue with Restorative Training through Torfaen County Borough Council to support staff in school with bullying.

The document is freely available to the entire school community. It is also available on the school website.