



# **Anti-bullying Policy**

## **June 2019**

To be approved by Governors, June 2019

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# YSGOL GYFUN GYMRAEG PLASMAWR

## Policy on how to respond to bullying

### Declaration

Our aim is to make Ysgol Plasmawr a safe and happy school for all pupils. All teachers will ensure that all aspects and incidents of bullying are taken seriously. We aim to create a climate where children are ready to discuss their feelings, and feel confident to say if they are being bullied or if they are aware that another child is being bullied. We can all feel safe, respected and enjoy our rights if everyone works together to do this. When people are bullied it works against this, because it means that an individual or group does not feel safe, feel they are not respected and have no power to do anything about it. In Wales, all schools should work together with learners and their parents / carers to make sure that everyone feels happy and safe in school, and during the journeys to and from school. People should be treated equally and discrimination and hate crime should not happen. This is the law (Equality Act 2010).

### Children's Rights

The United Nations Convention on the Rights of the Child (UNCRC) is a list of rights for all children. No matter who you are, where you live, what your belief is, what your parents / carers do, what language you speak, what gender you are, whether you have a disability or not, or if you are poor or rich, all children should be treated fairly on whatever basis. These rights are for you up to the age of 18 years.

The UNCRC lists 42 articles - rights children have, to be safe, healthy and happy. These include:

- you have the right to be protected from being hurt or abused, in your body or mind
- you are entitled to a good quality education
- you have the right to practice your religion
- your education should help you to use and develop your talents and abilities. It should also help you learn to live peacefully, protect the environment and respect others
- you are entitled to a safe environment

To enjoy your rights, you also have a responsibility to respect the rights of others and not do anything that prevents them from getting those rights too. Everyone should learn in a culture of respect that celebrates all our differences and promotes equality. Everyone is different and we can learn about each other and each other to help us understand the world and our part in it.

## What is bullying?

There is no legal definition of bullying. While most people think they know what is meant by the term 'bullying', the idea of one of the things may be different from someone else's idea.

In this guide, bullying is behaviour that happens:

- purposeful and malicious
- more than once or regularly
- to hurt or make someone feel embarrassed
- when the person being bullied feels powerless to stop them

People bully others in many different ways. This could include:

- call nasty names, get teased, make fun of you, threaten or humiliate you
- being hit, kicking, punching, tripping
- theft or damage to your property
- carrying gossip or rumours about you, or having people talking about you behind your back
- be left out, excluded or isolated
- being forced to do something you don't want or know is not right

Online bullying is bullying that happens through technology such as mobile / smart phones or the internet. This could include:

- posting hurting, embarrassing or threatening material online (for example on social media websites)
- send nasty messages such as texts, emails or websites or other apps
- be kept out of an online game
- fake profiles on a social website to make fun of someone else
- any misuse of close or obvious physical images of those targeted.

Identity-based bullying is when bullying focuses on what is different about an individual's identity. It can be targeted at an individual or group of people because they are considered different, whether or not it is true. This is called prejudice.

Prejudicial bullying means aspects of someone's identity such as:

- your family's race, religion or culture or background
- any special needs or disability
- identity - the way you look or act
- sexuality - if you are heterosexual, gay, lesbian, bisexual or transgender or any homophobic language or behaviour
- gender - because of your gender (often in the form of harassment)

Prejudice and stereotypes can be learned from what children hear and see from around them. They may not always know that their words or behaviour have caused anxiety or sadness. Prejudicial bullying is wrong and should not happen. Discriminatory behaviour or discrimination should still be challenged. Ysgol Plasmawr's Respect Policy is consistent with this and the school staff ensure that any biased language receives an appropriate response such as a 200 call. Any such behaviour will lead to a restorative session, seeking to ensure the individual's understanding of the unfitness of their words or behaviour.

### **Banter or bullying?**

People often say that they were just joking or playing a joke as a way of excusing bullying. Those who bully (perpetrators) tend to say that it is the failure to take a joke that has led to the problem. It isn't banter if an individual or if a group is hurt or it makes fun of your identity (basic things about yourself that you can't change). There is a boundary when banter turns into misbehaviour and if that happens often, misbehaviour becomes bullying.

### **When it isn't bullying**

The following are examples of misconduct, but it is not usually bullying if it means:

- fight once
- teasing between you and your friends and falling out, but not happening again
- a friendship problem. One no longer wants to be a friend

The above examples may be the beginning of bullying if nothing is done to end it. If you were scared, and you couldn't stop it, it helps you tell someone so that the school can do something straight away.

## **When should you report an incident?**

All bad or harmful behaviour should be reported, even if it is not bullying. It should be addressed as part of the school's behaviour policy. If it seems trivial to start with, it is likely that you can sort things out yourself by finding the right time to discuss it with those who were at it. Remember to ask for the support of friends, teacher or group on bullying that has been organized in the school such as Cynghorwyr Cam Cyntaf (CCC), Digon, Balch.

You have to report back to the school about:

- all violent behaviour
- any unwanted sexual behaviour
- discriminatory behaviour centred on your identity - this describes who you or your background are, for example, your race, religion, nationality, sexuality or presumed sexuality, gender or social status (such as being rich or poor)
- any bullying of people with special needs or disability
- behaviour that threatens you or makes you feel frightened
- anything that happens online that could cause you harm

## **Have you been bullied?**

If you are worried that you are being bullied, you should tell someone. This can be your friends, sibling, parent / carer or an adult you can trust in school. You may raise the issue with your Personal Tutor or go to the Progress Area or M Block to share your concerns. Or maybe you prefer to talk to a helpline if you're happier to talk to someone you don't know. The most important thing is to share your concerns and not try to cope with the problem on your own. There are some helplines and websites at the end of this policy

## **Report back**

Here are the things to think about if a member of staff deals with your information:

- they gather facts - write down what happened and when. Was there anyone else around witnessing what was happening?
- keep a timeline to show what has happened and when, it is easy to confuse a story
  - if there was any evidence - if your property was damaged or cruel, this can be important evidence, and something you should keep until it is needed. Saving online messages or images does not stop you from blocking the sender
- if you were physically hurt you should take and keep a picture of your injuries or damage to your property
- remember that if you are being bullied often for a long time, every time something happens does not have to be serious - each one adds to your evidence
- if the evidence is an unacceptable image on your phone or online, do not send the content to anyone - not even the school, your parents / carers or your friends (it may contain material it illegal to share). Instead, you should speak to a member of staff or a parent / carer, and take the device with you
- remember to report online aggressive behaviour to the websites and online platforms where the behaviour takes place.

## **The School can use some of the steps below to improve the situation following a bullying incident:**

### **The victim:**

- The Personal Tutor can discuss bullying with the whole class if appropriate
- Teachers and parents need support to overcome any feelings of inferiority or guilt
- Parents can be given advice on how to help their child
- The situation should be monitored over time, ensuring that a designated member of staff sees the pupil to keep an eye on them

### **The bully:**

- It must be sought to appreciate the victim's point of view
- Show them that they will benefit by working with others rather than through conflict
- Discuss with parents how their child's behaviour could be changed
- Think about ways to recognize improvement in attitude
- The situation should be monitored over time
- Sometimes a penalty will be appropriate following a process of remedial work

## **What can the school do to avoid bullying?**

Ensure all staff accept their duty to prevent bullying

- Teachers to be vigilant when on duty
- Give a clear message that the school does not accept bullying and that teachers are willing to listen and act if there is a case of bullying. (Morning services, part of the School's ASP scheme, the school's First Stage Advisers Scheme, DIGON, BALCH)
- Train teachers to recognize the signs of bullying e.g. work deteriorates, loneliness, want to wait for adults, the presence of inconsistent, suspicious illness
- Ensure that parents are aware that the school has a clear, active policy and ask for the support of parents
- Train new teachers and students about the school's bullying policy
- Training pupils to become councillors (First Stage Advisers), to listen to and discuss the problems of their fellow pupils ensuring that a record of the discussion is given to the anti-bullying co-ordinator or to the Head of Year
- Anti bullying messages to be seen around the School
- Anti-bullying activities / tasks to be carried out at registration to key stage 3 with support from sixth form officers

### **Useful advice if you are worried that you have bullied others**

It is not right to bully someone, and your behaviour needs to be stopped - but bad behaviour does not mean that you are a bad person. There are many reasons why someone is bullying, and you may need help to understand why you are behaving like you are. There's nothing in it to ask for help to change your behaviour. You may need help to understand and manage your emotions, such as anger. Asking for help is a brave choice and a step in the right direction to make things better. If you don't want to talk to someone about your behaviour, it may help you to think about the harm you have caused. Who was harmed? Also think about everyone around the person you bullied who may have been concerned about what happened. Think about how you would feel if you were being treated in the same way as you have just done. Would you like to be treated like that? It may help you to think about what you felt at the time. Could you recognize this feeling again and stop action (bullying) before it happens again? You should consider what must happen to do things right. If you have other problems, in addition to being bullied or bullying others, ask for help.

### **Useful advice for people nearby to help challenge bullying**

If you have witnessed bullying and want it to stop, these steps may help

- You should report the bullying to a teacher or the Progress and Wellbeing Area
- You could offer the one you are targeted to tell the school or their family
- With your friends, walk with the one that is targeted between lessons, in the foyer or playtime

## **Moving on**

Bullying, in whatever way you are involved, can be upsetting and can fill your thoughts and emotions. To help you, remember that there are other pleasurable things to think about and do, you may join a new club, follow a new interest or activity, or do other things you enjoy at lunchtime or after school. You'll probably soon make new friends and enjoy yourself again. Remember, most people don't bully, so try not to let this change the way you look at life and be around other people.

## **Additional support**

If you find it difficult to talk to someone in your school or at home, you can contact MEIC, a free 24-hour helpline for children and young people. You can ask MEIC for advice and support on a number of things, including bullying. MEIC can contact the school on your behalf to talk to them about bullying. You can visit the MEIC website [www.meicymru.org](http://www.meicymru.org) or call them free on 08088 023456. If you are very worried about bullying, you can get counselling to help you deal with those feelings.



## Further advice and advice Anti-bullying charities

### **Bullies Out**

An anti-bullying charity based in Wales working with individuals, schools, colleges, youth and community settings. Their e-mentors offer online support.

mentorsonline@bulliesout.com [www.bulliesout.com](http://www.bulliesout.com)

e-bost: [mail@bulliesout.com](mailto:mail@bulliesout.com)

### **Anti-Bullying Alliance**

Information for schools, parents / carers and young people about all aspects of bullying.

[www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

### **Kidscape**

Anti-bullying charity, workshops for children who have been bullied.

[www.kidscape.org.uk](http://www.kidscape.org.uk)

[www.antibullyingpro.com/](http://www.antibullyingpro.com/)

### **Children's rights Children's Commissioner for Wales**

Find out more about children's rights from the website.

[www.complantcymru.org.uk](http://www.complantcymru.org.uk)

### **Equality and the law Equality and Human Rights Commission**

[www.equalityhumanrights.com/cy/comisiwn-yng-nghymru](http://www.equalityhumanrights.com/cy/comisiwn-yng-nghymru)

### **Children in Wales**

[www.plantynghymru.org.uk/ein-gwaith/bwllo/](http://www.plantynghymru.org.uk/ein-gwaith/bwllo/)

### **Childline helplines and advice**

Ffôn: 08001111 [www.childline.org.uk](http://www.childline.org.uk)

### **Kooth**

Counselling service.

[www.kooth.com](http://www.kooth.com) 12

### **Meic**

Information, advice and advocacy for young people.

[www.meiccymru.org/](http://www.meiccymru.org/)

### **CALL**

Community help and listening line.

[www.callhelpline.org.uk](http://www.callhelpline.org.uk)

## **Homophobia**

EACH Educational action that challenges homophobia. Training resources and EACH action line for young people.

Ffôn: 0808 1000 143

[www.each.education](http://www.each.education)

## **Racism**

Childline offers advice.

Family Lives Confidential helpline for parent forums.

Ffôn: 0808 800 2222

**Show Racism the Red Card**

[www.theredcard.org](http://www.theredcard.org)

## **Disability**

**MENCAP**

Support line Monday-Friday, 9am – 5pm, Phone: 0808 8000 300

<https://wales.mencap.org.uk>

## **Iechyd emosiynol**

**Head Above Wales**

Support for young people suffering from depression or self-harm.

<http://hatw.co.uk/straight-up-advice/>

**Samariaid**

A safe place to talk at any time.

[www.samaritans.org](http://www.samaritans.org)

Phone: 116 123 (free)

Welsh language helpline: 0808 164 0123 (Free from 7pm – 11pm, 7 days a week).

Email, live chat and other services available.

**Child Exploitation and Online Protection Centre (CEOP)**

If a child is suspected of being sexually abused or exploited.

[www.ceop.police.uk](http://www.ceop.police.uk)

**National Society for the Prevention of Cruelty to Children (NSPCC)**

If you think a child is in immediate danger, don't delay - call the police on 999 or 0808 800 5000.

[www.nspcc.org.uk](http://www.nspcc.org.uk)

## **Online matters**

**Internet Matters**

Advice on online issues for parents and children.

[www.internetmatters.org.uk](http://www.internetmatters.org.uk) Childnet International

All aspects of online safety

[www.childnet.com/](http://www.childnet.com/)