



BULTH WELLS HIGH SCHOOL

ANTI BULLYING POLICY

Everyone in Builth Wells High School has the right to feel safe and secure at school and to be treated with dignity and respect, so that the school is free from intimidation or fear. We endeavour that everyone can learn and work in an environment where they can make a positive contribution and achieve their potential.

Bullying is not tolerated or ignored at our school

WHAT IS BULLYING?

Bullying is repeated behaviour, which is deliberately intended to hurt, intimidate, frighten, harm or exclude – whether this is intended or not. There are different sorts of bullying, but the main types are:

PHYSICAL hitting, kicking, taking or hiding belongings including money

VERBAL name calling, teasing, insulting, writing unkind notes

EMOTIONAL being unfriendly, excluding, tormenting, spreading rumours, looks

EXCLUSION a pupil can be bullied simply by being excluded from discussions/activities with those they believe to be their friends

DAMAGE TO PROPERTY/THEFT pupils may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hands over property to them

CYBER cyber-bullying is a more recent problem that has come about through the increased use of mobile phones and the internet.

It may include threats or name-calling via internet chat rooms, web pages, texts or phone calls. It may also involve the misuse of associated technology such as cameras and video facilities.

WHAT IS NOT BULLYING?

Children and young people of a similar age sometimes have disagreements which can lead to fighting or arguments. In this situation, there is no imbalance of power and no intimidation used. These kinds of disagreements are upsetting and difficult but they are not bullying. One of the things which is important for children and young people to learn is how to resolve conflict because unresolved conflict can lead to a build up of anger and resentment which can escalate into one person retaliating by constantly picking on the other person. This kind of behaviour can lead to bullying behaviour if the conflict is not dealt with at an early stage.

WHERE DOES BULLYING HAPPEN?

Bullying can occur in a variety of places, at school, on buses, youth clubs, communities, streets, recreational spaces, via the internet and mobile phones.

GENERAL POINTS

Bullying can take different forms. It can leave children hurt, distressed and frightened. Only by openly acknowledging the problems caused by bullying and by seeking to involve the whole school community –pupils, parents, teachers and support staff – can we hope to tackle it effectively.

- Reporting bullying is encouraged – being seen a courageous act rather than that of a weak person. Those who report bullying will be taken seriously and supported in standing up to bullies.
- All cases of bullying will be recorded on Pathways by the Pastoral Leader and /or SLT
- Pupils, through year group assemblies, Personal and Social Education and the school Code of Conduct are reminded of the devastating impact of bullying on its victims and that any form of bullying is not acceptable.
- All staff are aware of the need to encourage students to report bullying and have the skills to handle the matter sensibly so that the problem is removed rather than delayed to another occasion.

Support for pupils

We believe that the school is a community where trust and honesty is valued by all and it is a place where pupils have the right to feel safe and secure.

Pupils will have assemblies on the anti bullying procedure and they will pupils advice on the kind of action that they could take if they are being bullied or see someone else being bullied anywhere in our school.

We will always take reports of bullying seriously and talk to pupils in confidence and in a sympathetic way.

We will deal with situations quickly, firmly and sensitively.

Pupils involved in bullying or threatening behaviour are supported in order to overcome their problems.

Throughout the school year information and raising awareness about bullying issues will be highlighted through – PSE, assemblies and RE.

Bullying issues are given a high profile in school which will remind pupils of the seriousness of bullying and will help encourage openness and so opportunities to disclose bullying incidents.

Each year we take part in national initiatives (Welsh Assembly antibullying week) to raise awareness of bullying in schools

The buddying system for new Year 7 pupils makes it easier to report bullying to older students who will act appropriately and pass information on to guidance staff.

During breaktimes and lunchtimes the SMT and staff supervise playground areas and the inside of school.

We regularly review our anti-bullying policy and pupils, through the school council, are able to comment and offer suggestions to try and improve our ways of dealing with bullies.

A school email addresses and the Senior Pastoral Manager, Mr D Davies ddavies@builth-hs.powys.sch.uk all pupils to communicate with us both during school hours and from their homes.

Support for parents

Parents of incoming Year 7 pupils are informed of school policy and procedures at the open evening each autumn and will be provided with a pamphlet to offer support to parents with bullying.

All parents are encouraged to view the anti-bullying policy on the school website or request a copy from the school office.

Incidents of bullying reported by parents are treated in the same way as those reported by pupils. They can also email the school via ddavies@built-hs.powys.sch.uk

Responsibility of staff

All teaching and non-teaching staff of the school will take responsibility for being familiar with the anti-bullying policy.

As adults within the school community we need to be aware of the indications of potential bullying and be alert to the signs that a pupil is being bullied.

We will put effort into fostering an environment where our pupils will feel supported and develop an atmosphere which allows them to report incidences of bullying.

We will always take reports of bullying seriously and listen to what pupils say. Initially this will mean listening to the victim, reassuring the victim and continuing to offer help, advice and support.

We will make sure that we are available to speak to pupils at a later date to find out if things have improved.

As staff we constantly confront inappropriate language whenever it is heard and be particularly alert to racist, sexist or other discriminatory behaviour.

Be punctual, thorough and reliable in our duty of supervision. This applies to lessons, break and lunchtimes.

Through in-service training as a staff we will adopt a consistent approach to tackling bullying.

Role of governors

Be aware and approve of the school anti-bullying policy.

Support the school staff in implementing the policy.

Review and monitor the effectiveness of the policy on a regular basis.

How will bullying be monitored?

Staff should report all incidents of bullying to the Pastoral Leaders who will record all incidents in Pathways. This will give us an idea of who is regularly being unpleasant across the school. The database will be analysed each term by Pastoral Leaders and a member of SMT to see if action is needed against individuals.

What action will be taken if a complaint has been made?

In responding to incidents of bullying all staff should take action when bullying is reported by:

- Taking action as soon as possible.
- Inform relevant Pastoral Leader who will take investigate the matter
- the appropriate Pastoral Leader will interview individuals involved and gather as much information as possible.
- Making it clear to the bully that such behaviour is not acceptable
- Establishing whether or not the incident is part of a pattern
- Encouraging the bully to see the victims point of view
- Decide on suitable punishment (e.g. detention, internal exclusion etc)

- Explaining why a punishment is given
- Sharing information with other members of staff.
- Pastoral Leader will contact parents of both parties if appropriate and again stress importance of gathering information.

What will happen to bullies?

Stage 1: Formal verbal warning and detention(s).

Stage 2: Letter/phone call home outlining the incident and the consequences of further such behaviour.

Stage 3: Disciplinary meeting (Pastoral Leader, Parents and pupil). Parents asked to support the school and work to correct their child's behaviour and formal sanction e.g. after school detention/ Internal Exclusions

Stage 4: Referral to SMT

Each stage and incident to be recorded by the Pastoral Leader. In serious incidents, some stages may be missed out.

For student planners

Bullying is repeated behaviour which makes other people feel uncomfortable or threatened whether this is intended or not.

Bullying will not be tolerated in Builth Wells High School. It is not an acceptable part of growing up. Every pupil has the right to enjoy learning and leisure free from intimidation. Pupils should support each other by reporting all instances of bullying.

Bullying is too important not to report.

Reports of bullying will be taken seriously and appropriate action will be taken.

ADVICE FOR STUDENTS

SHARE any problems by telling someone – your parents, or any teacher, your friends, an older student, or any staff.

WRITE it down if you do not feel able to initially talk about your experience.

REMEMBER the school will investigate claims of bullying but will do so in a sensitive way so those concerned are treated justly.

ELIMINATE bullying by **REPORTING** incidents you see.

SUPPORT those who experience bullying.

VALUE the differences and diversity which exists in our school pupils.

Don't stand by and watch - Report it