



Anti-Bullying Policy

Building Positive Relationships by Looking Out For Each Other

Related Documents:

- Teaching and Learning Policy
- Counselling Guidance
- PSE (LLL) Handbook
- Relationships Policy
- Respecting Others Welsh Government 2011

National Documents:

- Equality Act 2010
- 'Respecting others – Anti-Bullying Guidance' 2003 W.A.G.
- Children Act 2004
- United Nations Convention on the rights of the child

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Rational

Bullying is one of the most damaging forms of discrimination. Every child and young person at Monmouth Comprehensive School has the right to learn in an environment where they feel safe.

What is bullying?

Bullying is a persistent, deliberate attempt to hurt or humiliate someone and often involves an imbalance of power where a person or group of people repeatedly and intentionally cause emotional and/or physical harm to another person or group of people.

All bullying behaviour usually has the four following features:

- 1 It is repetitive and persistent.
- 2 It is intentionally harmful.
- 3 It involves an imbalance of power.
- 4 It causes feelings of distress, fear, loneliness and lack of confidence in those who are at the receiving end.

Isolated incidents of hurtful behaviour, teasing, arguments or falling out between individuals of equal power should not be seen as bullying.

Physical: Pushing, kicking, hitting, pinching, and any other forms of violence, or threats.

Verbal: Name calling, sarcasm, spreading rumours, persistent teasing.

Emotional: Isolating or excluding, tormenting (i.e. hiding books, threatening gestures, ridicule, humiliation).

Racist: Racial taunts, graffiti and gestures.

Sexual: Unwanted physical contact, abusive comments, and homophobic abuse.

Racist Incidents and Racist Bullying

A racist incident is “any incident which is perceived to be racist by the victim or any other person”

All incidents that are perceived to be racist by the victim or another person need to be investigated and reported to the LA using the E Form.

Racist bullying is a form of bullying due to a persons' colour, ethnicity, culture, language, faith, community, national origin or national status.

Examples of Bullying

- Any forms of physical violence such as hitting, pushing or spitting on others.
- Interfering with another's property by stealing, hiding, damaging and destroying it.
- Using offensive names, teasing or spreading rumours about others or their families.

- Using put-downs, belittling others' abilities and achievements.
- Writing offensive notes or graffiti about others.
- Making degrading comments about another's culture, religious or social background.
- Hurtfully excluding others from a group.
- Making suggestive comments or other forms of sexual abuse.
- Ridiculing another's appearance.
- Forcing others to act against their will.
- Abusive 'texting'

All in the school community have a part to play in making sure bullying is not tolerated.

Staff should:

- Be role models in words and actions at all times.
- Be observant of signs of distress or suspected incidents of bullying.
- Make efforts to remove occasions for bullying by active patrolling during supervision duty.
- Arrive at class on time and move promptly between lessons.
- Take steps to help victims and remove sources of distress without placing victims at further risk.
- Report suspected incidents to the appropriate staff member such as Form Tutors, Progress Leader and Senior Leader Link.
- Report any racist incident or perceived racist incidents to the Local Authority using the correct system.

Parents should:

- Watch for signs of distress, e.g. unwillingness to attend school, a pattern of headaches, missing school equipment, damaged clothing or bruising.
- Take an active interest in your child's social life and who their friends are.
- Inform the school if bullying is suspected.
- Do not encourage retaliation but encourage your child to take the initiative and try to speak to the appropriate members of staff.
- Be willing to attend the school should your child be suspected of being involved in a bullying incident.
- Be willing to help the school endorse the anti-bullying policy.

Pupils should:

- Refuse to be involved in any bullying situation.
- To report immediately any bullying to a member of staff to help break down any code of secrecy.
- To help the victim by talking with them and, if necessary alerting a teacher because the person being bullied may not wish to report the incident.

Implementation of the Anti-Bullying Policy

a. Ensuring that procedures are clear and structured

STAFF ACTION STEP BY STEP

Initial Response
Incident is reported
Treat incident seriously
Listen and offer support in a confidential setting
Keep a record while it is still fresh

Respond
Investigate
Interview and take statements from those involved and bystanders
Complete school incident report
Follow school procedures, including engagement with parents/carers, safeguarding/multi agency

Resolve
Provide feedback to personnel harmed
Resolve next steps (e.g. restorative work, mediation etc.)
Provide feedback to appropriate others (parents/carers, staff, pupils)

Report
Complete LA E Form

Monitor
Monitor relationships (e.g. in 4 weeks, one term, two terms).
Monitor and evaluate the effectiveness of school policy and practice.

OPENING STATEMENT:

At Monmouth Comprehensive School we want all our young people to support their learning through the use of Information Technology. However, any aggressive, intentional act, carried out by a group or individual, using electronic forms of contact repeatedly and over time against a victim who cannot easily defend himself or herself is known as cyber-bullying and will not be tolerated.

Advice for staff when inappropriate use has been reported

- Re-assure student, use active listening skills.
- Re-assure them they have done the right thing by telling someone.
- Recognise that it must have been difficult for them to deal with.
- Keep the evidence.
- Re-iterate that no-one has the right to do that to them.
- Advise the student not to retaliate or return the message.
- Log information on Bully Watch Sheets.
- Refer to appropriate Progress Leader/Form Tutor.
- Advise the learner about how they may protect themselves. In future this may include blocking or changing contact details.
- Try to contain the incident. Speak to IT about removing the offensive material. The quickest way is to get the person who posted it to remove it.
- Contact the Police through Mr A Williams, Deputy Headteacher (Pastoral) in cases of actual/suspected illegal content.

Recording and Investigating Cyber Bullying

- Keep a record of the incident including date and time, the content of the message, the senders ID or the web address of the profile/content.
- On mobile 'phones: ensure the person being bullied keeps/saves any message, whether voice, image or text. **DO NOT REQUEST THAT THE STUDENT FORWARD THE MESSAGE TO YOUR MOBILE 'PHONE.**
- On Instant Messenger, some services allow the user to record conversations.
- On Social Networking Sites: Students should keep the site link, print the page or produce a screen grab of the page and save it.
- On chat rooms: Students should take a copy of what appears on the screen.
- On email: Student should print the material.

IMAGES:

If images are involved in inappropriate use of ICT, it is important to ascertain if these might be illegal or raise child protection concerns. Indecent or sexual images of children (under 18 years of age) are illegal to produce, circulate or possess in the UK. These include images that children have taken of themselves or their friends, using their mobile 'phones for example.

If such images have been taken, then contact Mr A Williams, Deputy Headteacher, Pastoral (or Mr R V Davies, Headteacher, in his absence) immediately.

Consequences for Identified Inappropriate Use

Formal meeting held at the school after normal school procedures with Parent and Police Liaison Officer. Offer of restorative meeting at a different time.

- Acceptable User Contract re-signed.
- Record of incident on student file.
- Restorative Meeting held.
- Appropriate school community service applied.

Repeated incidents of inappropriate use may result in aspect of communication technology being withdrawn.

This policy was agreed by the Governors

Signed: Chair of Governors

Date:

Signed: Headteacher

Date:

Review date: October 2016