

**YSGOL UWCHRADD ABERHONDDU  
BRECON HIGH SCHOOL**



**Anti-Bullying Policy  
2018**

Author	TG
Agreed By	Governors on 22/05/2018
Review Date	05/2019

## Statement of Intent

Brecon High School recognises that all pupils whatever their creed, ethnicity/race, sexual orientation or academic ability has the right to feel safe and secure when they come to school. Everyone in the school community has the right to feel free from any threat of bullying or harassment. Pupils should also feel safe when reporting incidents to members of staff without fear of reprisals. It is necessary that we at Brecon High School operate the anti-bullying policy proactively, fairly and consistently to all pupils.

## What Is Bullying?

Bullying is any repeated words or actions which are carried out with the intention of hurting another person. Bullying results in pain and distress to the victim.

Typical forms of bullying are:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), pressurising friendship groups, looks and glares, mimicry, incitement of others to become involved in bullying.
- Written insults contained in note-passing, threatening letters, defacing any property belonging to another individual
- Physical pushing, kicking, hitting, punching or any use of violence, preventing passage or movement in corridors.
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet such as email & internet chat room misuse. Mobile threats by text messaging & calls  
Misuse of associated technology, i.e. camera & video facilities.

## Pupils' rights in conjunction with bullying

Pupils have the right to:

- be able to tell a teacher about any incident of bullying without fear or being regarded as a tell-tale
- know that all complaints will be treated seriously and acted upon in accordance with the practices agreed on by the whole school community
- feel protected against the bully and their intentions
- feel safe and secure
- be able to walk around the school site without fear of anything or any person
- expect politeness from others
- be respected by others whatever their race, colour, creed or sexual orientation

Brecon High School will act promptly whenever an incident of bullying is reported and maintain records of all incidents of bullying. **(see Appendix 1)**

## Raising Awareness

Brecon High School will develop the community's awareness of bullying issues through:

- Assemblies
- Pupil planners
- Anti-bullying materials being used in PSE
- Curriculum activities
- Form tutorial time
- Posters around the school
- Information to pupils **(see Appendix 2)**
- Staff Briefing
- Staff handbook
- Information to new staff **(see Appendix 3)**
- School Newsletter
- Information to parents **(see Appendix 4)**

## Prevention

All pupils at Brecon High School will be informed what to do if they witness a bullying incident. **(see Appendix 2)**

All staff at Brecon High School will be informed of the signs and symptoms which may be displayed by a pupil who is being bullied. **(see Appendix 5)**

Staff will ensure that they provide good role models for pupils in their everyday engagement with staff and pupils.

## Monitoring, evaluation and review

The Governors of Brecon High School will review this policy annually and assess its implementation and effectiveness. This process will be carried out in consultation with the:

- Headteacher
- Parent Governors
- All staff
- Representative groups of pupils via the involvement of the School Council
- Parental involvement

Appropriate changes to the policy will be made where necessary.

Policy adopted on 22nd May, 2018

Signed: \_\_\_\_\_ Chair of Governors  
\_\_\_\_\_ Headteacher

Date of next review: May 2019

## Appendix 1

### Procedures for responding to Bullying

The following steps may be taken when dealing with incidents:

1. If bullying is suspected or reported, the incident will be dealt with immediately by a member of staff, who will talk to the victim to ascertain the facts and how they would like to proceed.
2. A clear account of the incident will be recorded and given to the Wellbeing staff or Progress & Guidance Managers.
3. The Wellbeing staff or Progress & Guidance Managers will interview all concerned and will record the incident.
4. Parents of both the bully and the victim will be kept informed in accordance with an agreed timeline.
5. Form tutors will be kept informed of the incident by the Wellbeing staff or Progress & Guidance Managers.
6. All staff will be informed, via Staff Briefing/Bulletin, of the difficulties that exist between the pupils and asked to be vigilant regarding any further incidents.
7. Punitive measures will be used as appropriate and in consultation will all parties concerned

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a member of staff.
- reassuring the pupil
- offering continuous support via their Form Tutor, Progress & Guidance Manager and/or Wellbeing staff.
- restoring self-esteem and confidence
- being signposted to Kooth.com, the online counselling service available to all young people aged 11-25 across Powys and/or [www.childline.org.uk](http://www.childline.org.uk)
- being referred to the school based, Xenzone, face to face Counsellor.
- being offered the opportunity to take part in a mediation meeting with the bully
- being offered the opportunity for them to take part in a restorative justice meeting with the bully.

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved.
- establishing the wrong doing and need to change.
- ensuring that the pupil apologises for his/her actions.
- informing parents or guardians to help change the attitude of the pupil.
- being referred to the Youth Intervention Service (YIS) to deal with any anger issues.
- being offered the opportunity to take part in a mediation meeting with their victim.
- taking part in a restorative justice meeting with the victim.

The following disciplinary steps can be taken:

- official warnings to cease offending
- referral to community police support officers
- detention
- internal suspension
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion

## Appendix 2

### PUPILS

#### If you are being bullied in school:

- **Talk to** an adult in school that you trust, and take a friend if it helps. Or use the SMILE group run at lunch time.
- Use the on-line counselling service **Kooth** found at [www.Kooth.com](http://www.Kooth.com) and/or [www.childline.org.uk](http://www.childline.org.uk)
- **DON'T** listen to the bully when they say that you will be in trouble if you **TALK TO SOMEONE**. You aren't doing anything wrong – **THEY ARE!**
- What you say will be passed on to your Form Tutor/Wellbeing staff - **YOU WILL BE TAKEN SERIOUSLY and you will have a say in how the matter is handled.**
- If you need somewhere safe, there will be a place for you to go while the problem is being sorted out. Your Form Tutor/Wellbeing staff will organise this for you.

#### If you see someone being bullied at school:

- The best thing you can do to help is to **TALK TO SOMEONE**
- **DON'T** listen to the bully when they say that you will be in trouble if you **TALK TO SOMEONE**. You aren't doing anything wrong – **THEY ARE!**

**IF YOU ARE DO NOT TELL SOMEONE ABOUT WHAT IS HAPPENING, YOU ARE GIVING THE BULLY THE MESSAGE THAT THEIR BEHAVIOUR IS ACCEPTABLE AND THEY WILL CARRY ON. THE SITUATION IS THEN ALMOST CERTAIN TO GET WORSE.**

Visit [www.Kooth.com](http://www.Kooth.com), visit [www.childline.org.uk](http://www.childline.org.uk) or call Childline on 0800 1111 or visit the Youth Worker in the drop-in clinic on Wednesday lunchtimes in E1.

## Appendix 3

### STAFF

**If a pupil comes to us and says they are being bullied in school:**

- **LISTEN** to what they have said
- **TAKE IT SERIOUSLY**
- **RECORD** what they have said either by writing down what you are told and getting the pupil to sign it after reading it back to them, or by encouraging the pupil to write their own account.
- Make it clear that they have made the **RIGHT** decision to tell. They have done nothing wrong – the bully **HAS**.
- Explain that it may not necessarily be possible to keep everything you are told a secret.
- Pass the information on to the pupil's Form Tutor/Wellbeing staff immediately.
- Encourage the student to visit [www.Kooth.com](http://www.Kooth.com), visit [www.childline.org.uk](http://www.childline.org.uk), call Childline on 0800 1111 or access the drop-in centre in E1 on Wednesday lunchtimes. All these services will offer confidential help and support.
- Offer the support of a safe room/area if it is necessary
- Monitor those pupils involved in the future by checking with the victim at least 3 times over the next week to ascertain whether there have been any further incidents.

## Appendix 4

### PARENTS

If your child is being bullied or is bullying in school:

- We can help
- Contact the school and ask to speak to your child's Form Tutor/Wellbeing staff.
- Talk over the problem with the teacher. Be sure of your facts, this can be done by encouraging your child to write down an account of their experience(s) at the hands of the bully. Be aware that children who are being bullied can become upset, anxious and confused about what has actually happened
- Encourage your son/daughter to use the SMILE group, that is why we have set it up.
- Encourage your son/daughter to use [www.Kooth.com](http://www.Kooth.com), the new on-line counselling service which can provide them with confidential help and support in dealing with bullying. Alternatively they could use [www.childline.org.uk](http://www.childline.org.uk) or call Childline on 0800 1111.
- **DON'T** let your child talk you out of contacting school. If the problem is to be solved, you need to be **OPEN**

### **Bullying by text message on mobile phones by electronic means**

'Independent research has suggested that this may be an increasing problem. Children should be careful whom they give their phone number to, and keep a record of the date and time of any offensive message. Teachers need to encourage victims to save messages they are concerned about and let a member of staff see them. When pupils report bullying text message the school needs to take the complaint seriously; the child's family might also need to contact the police. If one or more pupils on a persistent basis have carried out such bullying, or there has been a threat of violence, it will need to be dealt with firmly. The same also applies to malicious e-mails sent by other pupils.'

### **'How to protect yourself from mobile phone bullying'**

Be careful when giving out your telephone number. Mobile phones are relatively inexpensive and if you start getting abusive calls or text messages then it might be better to get another phone than to keep using one which is causing you distress, unfair though this may be. Keep a note of the times and dates of abusive messages and always tell the police.'

## Appendix 5

### Signs and Symptoms of Bullying

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.