



YSGOL UWCHRADD ABERHONDDU BRECON HIGH SCHOOL



Anti-Bullying Policy 2022

Author	TG
Agreed By	Governors on 29/11/2022
Review Date	11/2023



Anti-Bullying Policy 2022-23

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. Coupled with this, pupils should feel included, and cared for, by staff and other pupils around them. 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 or stealing ties, threatening gestures), pressurising friendship groups, looks and glares, mimicry, body shaming, incitement of others to become involved in bullying.
- Written insults contained in note-passing or graffiti in toilets or desks, threatening letters, defacing any property belonging to another individual
- Physical pushing, kicking, hitting, punching, or any unwanted physical contact or 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/Online Using mobile devices, instant messaging, chat rooms or social networking sites such as Facebook, Instagram, Snapchat, Tiktok, Twitter etc, to harass, threaten, intimidate or humiliate someone

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 on Provision maps/Classcharts. **(see Appendix 1)**



Anti-Bullying Policy 2022-23

Raising Awareness

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

- Informative Assemblies
- Training pupils in the role of Peer Mentors
- Anti-bullying materials being used in PSE
- Curriculum activities
- Tutorial time activities and discussions
- Posters around the school
- Information to pupils **(see Appendix 2)**
- Staff and PGM Briefing
- Staff handbook
- Information to staff **(see Appendix 3)**
- School Website
- 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 Senedd
- Parental involvement

Appropriate changes to the policy will be made where necessary.

Policy adopted on 29th November 2022

Signed: _____ Chair of Governors

Signed: _____ Headteacher

Date of next review: November 2023



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, Progress & Guidance Managers or SLT.
3. The Wellbeing staff, a Progress & Guidance Manager or SLT member will interview all concerned and will record the incident on Provision maps/Classcharts.
4. Parents of both the bully and the victim will be kept informed in accordance with an agreed timeline. The victim should be asked how, and when, they would be comfortable for their parents to be informed.
5. Form tutors will be kept informed of the incident by the Wellbeing staff, Progress & Guidance Manager or SLT.
6. All staff will be informed, via Staff Briefing/PGM Briefing or email, 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 with 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.
- being befriended by a trained Peer Mentor.
- 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
- being referred to the school based, face to face Xenzone, Counsellor, Brecon MIND or other external agencies.
- being offered the opportunity to take part in a mediation meeting.
- being offered the opportunity for them to take part in a restorative justice meeting with the bully.



Anti-Bullying Policy 2022-23

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved.
- Working with the bully so that they understand the impact of their actions
- 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 .
- taking part in a restorative justice meeting with the victim.

The following disciplinary steps can be taken:

- formal warning 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. Alternatively visit the Peer Mentor room at lunchtime and talk to a pupil who has been trained in how to help you. There is also a letter box in Wellbeing where pupils can post information regarding the problem they are experiencing
- Use the on-line counselling service **Kooth** found at www.Kooth.com and/or 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 or Progress & Guidance Manager as appropriate- **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 or Progress & Guidance Manager 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** – a member of staff or a Peer mentor
- **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 **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.

Speak to one of the Peer Mentors who will be found in the Peer Mentor Room every lunchtime or use the letter box in Wellbeing to pass on information.

Visit www.Kooth.com, visit www.childline.org.uk or call Childline on 0800 1111 to get advice on how you can help.

Remember:

' Bad things happen, when good people do nothing'



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 / PGM immediately, as appropriate.
- Encourage the student to visit www.Kooth.com, visit www.childline.org.uk, call Childline on 0800 1111 or access the Peer Mentor room at lunchtimes. All these services will offer 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
- Should your child be experiencing Cyber bullying, ensure your child blocks the aggressor(s) on all social media platforms.
- Contact the school and ask to speak to your child's Form Tutor, Progress and Guidance Manager or Wellbeing staff.
- Talk over the problem with the member of staff. Be sure of the details, 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 Peer Mentor group to help them, as these pupils have been trained in how to help and support other pupils
- Encourage your son/daughter to use www.Kooth.com, the 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 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 shows that this is 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 they may receive. Parents 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 will take the complaint seriously; the child's family should also contact the police if the abuse is happening outside of school hours. 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.'

Please be vigilant regarding any messages your child is receiving but also be aware of the messages they are sending. Also be aware of the age limit for the various social media platforms



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 and 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.