



ST. ILLTYD'S CATHOLIC HIGH SCHOOL
POSITIVE RELATIONSHIPS POLICY (ANTI-BULLYING)
JUNE 2023

“Together in Christ, we make a difference”

The mission of St Illtyd's is to be a Catholic school where every individual is highly valued and where care and concern for others is the foundation of our work. All our students are expected to achieve their full potential and become equipped for adult life.

Pupils at St. Illtyd's Catholic High School and their parents are entitled to expect an education free from fear or abuse. It is the responsibility of all staff and governors to provide a listening, caring and protective environment in which each child is able to fulfill his/her potential.

Our school accepts that bullying can affect everyone, not just the victims and the bullies. It can affect other children who witness the incident and cause them and staff distress. Our school recognises that bullying is not an inevitable part of school life, or a necessary part of growing up and that it rarely sorts itself out. No one person, or group, whether staff or pupil should have to tolerate bullying and it is the ultimate aim of our school to address all the issues surrounding bullying.

Objectives and desired outcomes of the policy:

1. To build an anti-bullying ethos which allows all pupils to partake of our inclusive society.
2. To promote a caring, supportive, environment in keeping with the school's Mission Statement.
3. To provide advice (and training) about what constitutes bullying and how to tackle it for pupils, parents, staff and governors.
4. To encourage a culture of zero tolerance to bullying by students, staff and parents.
5. To offer immediate and continuing support for the victim, the bully and their respective families.
6. To change the mindset to be more preventative rather than reactive.
7. To encourage parents to be 'active partners' in our anti-bullying campaign.

What is Bullying?

There is no legal definition of bullying in Wales. This school uses the definition provided by Welsh Government - Rights, respect, equality: Statutory guidance for governing bodies of maintained schools (2019):

“Behaviour by an individual or group, usually repeated over time, that intentionally hurts others either physically or emotionally.”

Bullying occurs when an individual or a group uses strength or power to hurt, either physically or emotionally, by intimidating or demeaning others. Bullying can be emotional, physical, racist, homophobic, biphobic, transphobic, verbal or cyber. It is usually persistent and is often covert, and is a conscious attempt to hurt, threaten or frighten someone.

Bullying can take many forms including:

- **Physical** bullying which can include kicking, hitting, pushing and taking away belongings;
- **Verbal** bullying which includes name calling, mocking and making offensive comments;
- **Emotional** bullying which includes isolating an individual or spreading rumours about them;
- **Cyber-bullying** where technology is used to hurt an individual – for instance text messaging or posting messages/images on the internet or any form of social media;
- **Racist** bullying occurs when bullying is motivated by racial, ethnic or cultural prejudice;
- **Sexual** bullying is where someone makes unwanted physical contact or makes sexually abusive comments.
- **Homophobic and biphobic** bullying occurs when bullying is motivated by a prejudice against lesbian, gay or bisexual people;
- **Transphobic** bullying occurs when bullying is motivated by a prejudice against people who identify as trans
- **Disablist** bullying occurs when bullying is motivated by a prejudice against people with any form of disability;
- **Sexist** bullying occurs when bullying is motivated by a prejudice against someone because of their gender.

How to get help

Who can students talk to if they have any concerns about bullying?

- ✓ Form tutor
- ✓ Head of year
- ✓ Assistant Head of Year
- ✓ Subject teacher
- ✓ Leadership Group
- ✓ Learning Support Assistant

- ✓ School Nurse
- ✓ Education welfare Officer

Students can feel confident that any of the above will listen to their problem. Pupils who have been bullied will be supported by:

1. Offering an immediate opportunity to discuss the experience with a form tutor or member of staff of their choice
2. Reassuring the pupil
3. Offering continuous support
4. Restoring self-esteem and confidence

Possible signs of Bullying

Those being bullied may show changes in behaviour such as becoming shy and nervous, feigning illness or clinging to adults. Their schoolwork may deteriorate. They may lack concentration or truant from school.

Action to be taken when bullying is suspected

If bullying is suspected we talk to the suspected victim, the suspected bully and any witnesses. If any degree of bullying is identified, the following action will be taken:

We support the **victim** in the following ways:

- By offering them an immediate opportunity to talk about the experience with a member of staff.
- By reassuring them that their allegations are being taken seriously and will be dealt with in the appropriate manner.
- By offering continued support when and if they need it.
- If necessary, informing the victim's parents / guardians.
- By implementing one or more of the sanctions listed below to prevent more bullying.

We discipline, yet try to help the **bully** in the following way:

- Staff discuss the incident with the bully to discover why they became involved and to raise their awareness of the consequences of their behaviour.
- By continuing to work with the bully in order to eliminate prejudiced attitudes as far as is possible and to assist them to modify their anti-social behaviour.
- If necessary, informing the bully's parents/guardians.
- By implementing one or more of the sanctions listed below to prevent more bullying.

Sanctions

Pupils who have bullied will be helped by:

1. Discussing what happened
2. Discovering why the pupil became involved
3. Establishing the wrong-doing and need to change
4. Informing parents or guardians to help change the attitude of the pupil

Responses will vary depending on the nature of the incident, but may include:

- Counselling
- ELSA intervention
- After school detention
- Involvement of external agencies
- Monitoring by Tutor/Head of Year
- Peer support/peer mentoring
- Formal recording
- Use of Behaviour Agreement Contract
- Liaison with parents/guardian/social worker
- Internal exclusion
- External exclusion

Anti-Bullying Strategies

- Anti-bullying week activities every November / tutor time activities / assemblies / PSE sessions / curriculum content
- Use of CCTV within the school grounds to help with the prevention of bullying.
- A duty rota for staff so they patrol key areas before school, break, lunchtime and after school
- Annual questionnaires to research student views on how safe they feel in school
- Self-esteem and circle time work in the school's inclusion facilities
- Encourage bystanders who witness bullying to act positively by alerting staff and exerting collective peer pressure to deter perpetrators.
- Anti-bullying training for the Pastoral Leaders
- Strong teacher-student relationships so students feel comfortable in reporting any issues
- Information talks from the School Police Liaison Officer
- CEOP training for staff (Child exploitation online protection)
- Information leaflet for students and parents about E-Safety

Anti-bullying advice to Parents / Carers

- A great deal of bullying is CYBER-BULLYING. Please regularly monitor your child's use of texting, Facebook, Twitter and other social media sites. Access to these is out of the school's control when your child is not in school
- TALK to your child on a regular basis, so any problem is easier to share
- LISTEN to what they say
- ENCOURAGE your child to feel good about themselves, realising that we are all different and equally important
- If you believe your child is being bullied, or is a bully, talk to other adults at home or at school and explore the options. DON'T STAY SILENT
- If your child is a victim assure them that it is not their fault and that you are going to do something to help
- Be realistic in your expectations, sometimes on-going problems can take time to resolve
- TRY to be co-operative with our school and not be aggressive. Without a good working relationship between parents and the school the situation could deteriorate, which won't help you or them
- ALWAYS remember that children can't solve bullying on their own. They NEED the support of parents/carers and our school

REMEMBER – IT IS NOT YOUR CHILD'S FAULT

REPORTING PROCEDURES FOR BULLYING INCIDENTS

- A written record must be made on an incident sheet by the member of staff who interviews the reporter of an incident, the victim, alleged bully or observers.
- Where an allegation of bullying has been made, the alleged perpetrator should be isolated where appropriate while the matter is thoroughly investigated.
- If a complaint is upheld the perpetrator will be issued with a formal warning and if the incident is serious or is repeated, the parents will be informed.
- In the case of severe or repeated incidents, parents may be requested to attend a Headteacher's/Governors' panel.
(The school complaint procedure does not pre-empt the right of parents to make a direct complaint to police).

“Where serious violence is involved, the Headteacher can and should normally permanently exclude a student. Appeal panels have been told that they should not seek to overrule such a decision on appeal”

(Bullying – Don't suffer in Silence, DfEE 0064/2000, 12/00)

Review

The Headteacher, SLT, Inclusion Manager and staff will review this policy in the Spring/Summer Term 2022

ST. ILLTYD'S CATHOLIC HIGH SCHOOL
BULLYING INCIDENT FORM

This record may be used for further investigation.

Date: _____ Approx. Time _____

Name of Complainant _____ Form _____

Name of Alleged Perpetrator _____ Form _____

Name of Witness _____ Form _____

Nature of Incident

Have you:

Reassured the child

Referred to HOY

Removed alleged bully to ER

Any further information which may be relevant

Signed: _____

Date: _____

Please pass copies to the Head of Year of both the victim and the perpetrator.