




Anti Bullying Policy

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CCYD aspires to empower our community to be collaborative, resilient and reflective individuals who have the self-confidence to embrace challenge.

Anti-Bullying Policy

Introduction

At CCYD every person has a right to feel safe, happy and included. All bullying of any sort is therefore unacceptable. We recognise the effects that bullying can have on learners' feelings of worth and on their school work, and the school community will actively promote an anti-bullying environment. The whole school community at CCYD: governors, school staff, parents/carers and children need to ensure that the values of respect, tolerance and kindness form part of our school ethos and culture in order to reduce any incidents of bullying. We are committed to ensuring all learners feel safe, secure and supported to achieve their full potential.

In the Welsh Government statutory guidance document, '[Rights, Respect, Equality](#)' (WG 2019), it states that the government are "*committed to challenging bullying holistically*". Bullying is a complex behaviour and challenging bullying is achieved by addressing the root causes of unacceptable behaviour and creating an inclusive and engaging environment, with priority placed on wellbeing so learners feel safe and are ready to learn. It is imperative that learners are taught both at home and in school about building and maintaining respectful relationships. This is the cornerstone on which positive behaviour is based.

Aims

- To provide a learning environment free from any threat or fear.
- To reduce and to eradicate wherever possible, instances in which learners are made to feel frightened, excluded or unhappy.
- To establish a means of dealing with bullying, and of providing support to learners who have been bullied as well as those who bully.
- To ensure that all learners and staff are aware of the policy and that they fulfil their obligations to it.

Definition of Bullying

There is no legal definition of bullying in Wales. However, in the statutory guidance '[Rights, Respect, Equality](#)' (WG 2019), the following definition is given, building upon "*widely used principles established in the UK since 1993*":

Bullying is defined as: ***“Behaviour by an individual or group, usually repeated over time, that intentionally hurts others either physically or emotionally”***

The Power of Language

There is debate about the language to be used when talking about bullying behaviour. The use of language that includes aggressive words such as 'stamp out' or 'kick out' or 'combat' has been challenged as it has not proved to be effective in reducing bullying. Instead it entrenches the notion that the 'powerful' have 'power' over the 'weak', which can encourage learners to aim to be in the 'powerful' group as opposed to the 'weak' group.

When referring to the roles in a bullying incident it is preferable not to label children as 'victim' or 'bully' because:

- Learners are often encouraged to 'hate bullying' which translates into hating an individual who is perceived to be 'bullying'. It is a label that a child / children may then aim to live up to. To eradicate bullying the aim is to help a child change their unacceptable behaviour and to encourage them to behave in better ways. The child should be separated from the behaviour, it is the child's behaviour which is disliked and not the child themselves.
- In the same way labelling learners as 'victims' does not always help them, as they sometimes believe there must be a reason why they are the 'victim' and they may see themselves as 'weak'. Other children may also avoid them for fear of being seen in the same way.

The statutory guidance, ['Rights, Respect, Equality'](#) (WG 2019) uses the terms **'target'**, **'perpetrator'** and **'bystander'**. There are often many roles in a 'bullying' incident and it is not always clear cut.

There are distinctive elements of bullying behaviour:

There are a number of distinctive elements associated with Bullying. These include, but are not limited to:

- **Intention to harm** – bullying is deliberate with the intention to cause harm. Those who bully others are often skilled at knowing exactly how to humiliate or hurt their target, picking on key aspects of their appearance, personality or identity that

produces the effect wanted. They seek out the area in which they have power over their target.

- **harmful outcome** – someone or a group is hurt physically or emotionally. They can be isolated, humiliated or made fearful. Their sense of self-worth is reduced
- **direct or indirect acts** – bullying can involve direct aggression such as hitting, as well as indirect acts such as spreading rumours, revealing private information about someone or sharing intimate images with people for whom the information/images were not intended.
- **repetition** – bullying usually involves repeated acts of negative behaviour or acts of aggression. An isolated aggressive act, such as a fight, is not usually considered bullying. Yet any incident can be the start of a pattern of bullying behaviour which develops subsequently.
- **unequal power** – bullying involves the abuse of power by one person or a group who are (perceived as) more powerful, often due to their age, physical strength, popularity or psychological resilience.

Bullying can take many forms, including:

- **physical** – kicking, tripping someone up or shoving them, injuring someone, damaging their belongings or gestures of intimidation
- **verbal** – taunts and name-calling, insults, threats, humiliation or intimidation
- **emotional** – behaviour intended to isolate, hurt or humiliate someone
- **indirect** – sly or underhand actions carried out behind the target's back or rumour-spreading
- **online** – using any form of technological means, mobile phones, social networks, gaming, chat rooms, forums or apps to bully via text, messaging, images or video
- **relational aggression** – bullying that tries to harm the target's relationships or social status: drawing their friends away, exploiting a person's additional learning needs (ALN) or long-term illness, targeting their family's social status, isolating or humiliating someone or deliberately getting someone into trouble
- **sexual / sexual harassment** – unwanted touching, threats, suggestions, comments and jokes or innuendo, sexualised harassment including text, phone and online and peer to peer harmful sexual behaviour. (Liaise with Designated Safeguarding Lead (DSL) and refer to safeguarding policy/procedures). The

Brook Sexual Behaviours Traffic Light Tool will be used to support with these incidents.

- **prejudice-related** – bullying of a learner or a group of learners because of prejudice. This could be linked to race, stereotypes or presumptions about identity including LGBTQ+. Prejudice-related bullying includes the protected characteristics. (This could require enacting safeguarding procedures, e.g. under 'Prevent'). Prejudice can and does also extend beyond the protected characteristics and can lead to bullying for a variety of other reasons such as social status and background. All Racist Incidents will be recorded, reported to the police and to the Local Authority. (This could require enacting safeguarding procedures, e.g. under 'Prevent').

Signs that may signify that a learner is being bullied may include: -

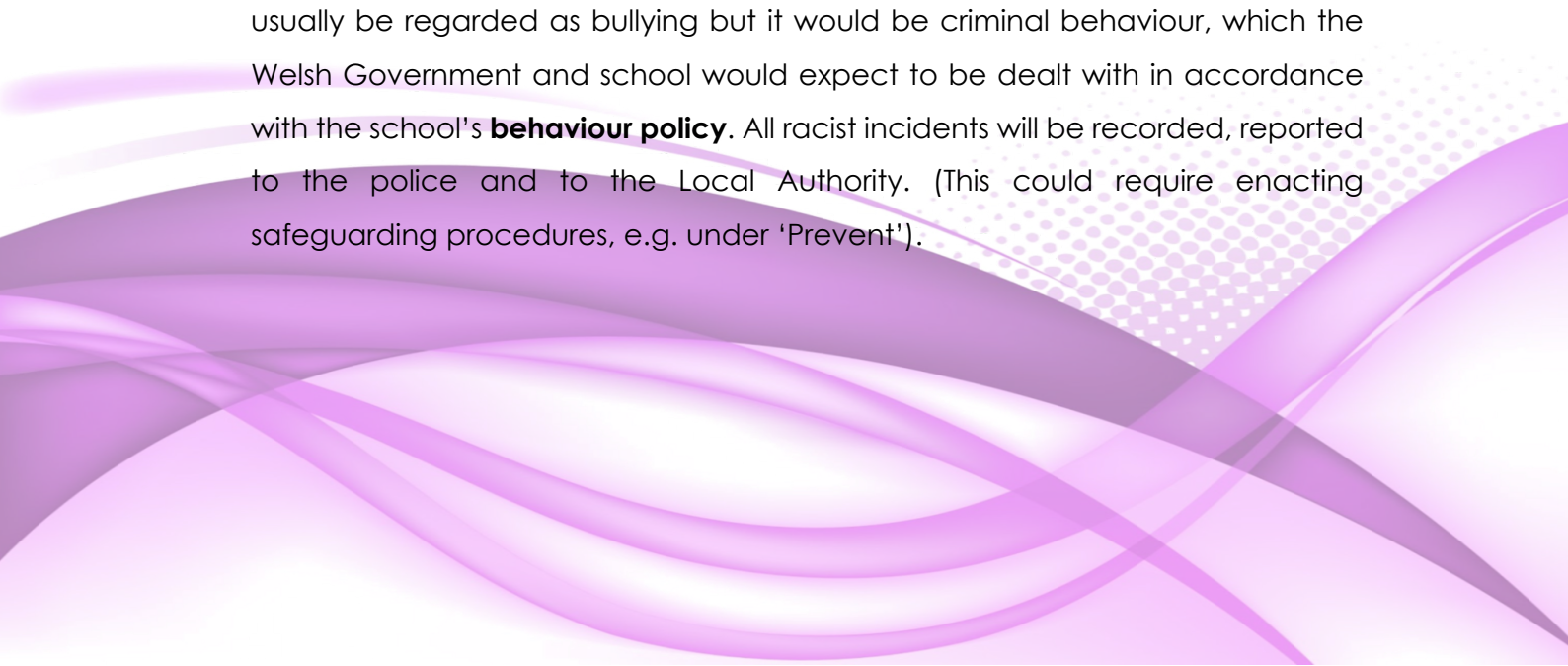
- being unwilling to come to school
- beginning to do poorly in school work
- displaying personality changes
- complaining of feeling unwell (frequently)
- having unexplained bruises and injuries
- having possessions destroyed or go missing
- showing reluctance to engage with peers
- refusing to say what is wrong, or giving improbable excuses to explain any of the above
- seeking the presence of adults

These signs and symptoms are for the whole school community, school staff, parents/carers and children to act upon. All should be encouraged to respond and report where they have any misgivings about what they see.

What is not bullying?

Some behaviour, though unacceptable, is not considered bullying. The Welsh Government expects these instances to be dealt with in accordance with the school's **behaviour policy** and to try and prevent an incident potentially escalating to become bullying.

The following examples are cases which would not normally be considered bullying:

- **friendship fallouts** – Most often a friendship feud is not bullying. Children who are learning and growing will often get on one minute and fall out the next, often on a weekly or daily basis. However, as children get older friendship fallout has the potential to deteriorate into bullying behaviour that is enabled by the fact that former friends have an intimate knowledge of the fears and insecurities of one another. Children and young people who are targeted by former friends feel the betrayal deeply and are frequently isolated from their former friendship group.
 - **a one-off fight** – the Welsh Government and school expects it to be addressed according to the school's behaviour policy unless it is part of a pattern of behaviour that indicates intentional targeting of another individual.
 - **an argument or disagreement** – between two children or young people is not generally regarded as bullying. Nevertheless, they may require assistance to learn to respect others' views and to learn to get along.
 - **A one-off physical assault** – the Welsh Government and school expects it to be stopped and addressed immediately. Police involvement in cases where physical assault has happened may also be appropriate.
 - **insults and banter** – children and young people will often protest that an incident was a joke or banter. If two friends of equal power are in the habit of bantering with one another it is not deemed to be bullying. This kind of banter can often lead to upset in a group of friends while falling short of bullying. However, if one learner uses banter to humiliate or threaten another who is powerless to stop it and made fearful by the act, the border between banter and bullying is likely to be crossed.
 - **a one-off instance of hate crime** – unless this behaviour is repeated it would not usually be regarded as bullying but it would be criminal behaviour, which the Welsh Government and school would expect to be dealt with in accordance with the school's **behaviour policy**. All racist incidents will be recorded, reported to the police and to the Local Authority. (This could require enacting safeguarding procedures, e.g. under 'Prevent').
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Creating an Anti-Bullying Climate in School

Our behaviour policy explains how we promote positive behaviour in school to create an environment where learners behave well; where learners take responsibility for each other's emotional and social well-being and include and support each other. Our aim is to create a climate where bullying is not accepted by anyone within the school community.

Our curriculum will be used to:

- Raise awareness about bullying and our anti-bullying policy.
- Increase understanding of the different roles within and root causes of bullying and help build an anti-bullying ethos.
- Promote all children to develop and practice good values such as empathy, respect, tolerance and kindness that will help to prevent incidents of bullying.
- Teach learners how to manage their relationships with others in a positive and constructive manner.

Whilst our school may take part in one-off events related to the anti-bullying agenda (such as during anti-bullying week) we recognise that challenging all forms of bullying is likely to be far more effective when such work is embedded into the curriculum rather than an isolated annual event. Our learners may also encounter anti-bullying themes and discussions through topic work within 'Curriculum for Wales', assemblies, visits by guest speakers to show what learners can do to prevent bullying, and to create an overall anti-bullying climate in school.

Bullying will not be tolerated and we make this clear in the information we give to learners and parents when they join our school.

Our School Council and other learner groups provide a forum where concerns about bullying can be discussed on a regular basis. We will ask learners where and when bullying occurs in school and we will try to eliminate or supervise any unsafe areas that they report to us.

Peer anti bullying ambassadors are in place across the school. These learners have received training to support them with their role. Their names are shared and published with the school community, so learners know where to go for peer support.

Strategies for dealing with bullying

Learners

What can you do if you are being bullied?

“Remember that your silence is the bully’s greatest weapon!”

- Tell yourself that you do not deserve to be bullied, and that it is WRONG!
- Be assertive – tell the perpetrator you don't like their behaviour. Walk confidently away. Go straight to a member of staff, do not wait for it to happen again, do not let the fact that someone has apologised, said they didn't mean it, or it's a joke stop you from telling a member of staff. It is better that staff know what has happened.
- Be proud of who you are. You are amazing as you are.
- Fighting back can make things worse. Talk to a member of staff and your parents.
- Generally it is best to tell an adult you trust straight away. You will get immediate support.

Teachers will take you seriously, will investigate and will work with you to solve any issues in a way which will end the bullying or unacceptable behaviour and will not make things worse for you.

- The following guidance is available online;

[Rights, Respect, Equality – a guide for children.](#)

Parents/carers

As a parent/carer what can you do?

- Look for unusual behaviour in your children. For example, children may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard. Parents/carers will be aware that there may be many reasons for this behaviour change and while it may be bullying, equally bullying may not be the cause of behaviour changes in a child.
- If you feel your child may be a target of bullying behaviour, inform the school. The issue will be taken seriously, it will be logged, investigated and appropriate action will be taken if bullying is found to have occurred.
- It is important that you advise your child not to fight back. It can make matters worse!
- Tell your own son or daughter there is nothing wrong with him or her. It is not his or her fault that they are a target of bullying.

- Make sure your child is fully aware of the school policy concerning bullying, so that he/she will not be afraid to ask for help. Encourage children to speak to their class teacher.
- Our learners are young and are still developing and learning. While bullying will not be tolerated and there will be consequences, it is important that as adults, we separate the unacceptable behaviour from the child doing the bullying. We need to remember that it is the behaviour that is wrong, and hence teach children to not accept the behaviour, rather than focussing negative attention towards the perpetrator.
- Be positive with your child, ensure that you speak to your child positively about school and other children.
- Do not overly focus questions around the behaviour of one child alone at the exclusion of more general questions and discussions about school.
- The following guidance is available online;

[Rights, Respect, Equality – guidance for parents and carers](#)

Role of the Headteacher

The headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

It is the responsibility of the headteacher to;

- communicate the anti-bullying policy and to ensure that all staff follow it.
- through school curriculum and ethos, strive to ensure that all children know that bullying is wrong, and that it is unacceptable behaviour in this school.
- ensure that a record is kept of any incidents of bullying, the actions taken following an allegation and any outcomes.

In extreme cases where initial discussions with the perpetrator and the parents/carers have proven ineffective, the school may contact external agencies for advice and support.

Interventions after an incident of bullying:

The way forward will often depend on the age of the child and the particular circumstances of the bullying incident. 'Rights, Respect, Equality' (WG 2019) makes a number of suggestions for appropriate interventions, we will choose from these and

others as appropriate depending on the situation, age of children and root causes of any such bullying behaviour.

These may include:

mediation – this involves helping the perpetrator and target of bullying talk about the issue and agree on a solution

restorative approaches – built on values, which separate the person from the behaviour. They promote accountability and seek to repair any harm caused in a situation

building resilience – strengthening the learner's ability to effectively cope, adjust or recover from being bullied or facing other sources of trauma, stress or adversity; equipping learners with a solid foundation or emotional resilience by ensuring that they feel accepted

peer support – is about children and young people feeling accepted and included by other learners. It can help individuals feel like they belong in a school and can be an important factor in reducing bullying and conflict. It can be encouraged in schools in both informal and formal ways

school sanctions – the school can use disciplinary sanctions, as set out in our anti bullying, safeguarding and behaviour policies. The consequences of bullying reflect the seriousness of the incident so that others see that bullying is unacceptable.

In particular for the targeted person:

In discussion with the learner and in some cases parents/carers a way forward will be developed to support the targeted person. This may include:

- A meeting with key staff to discuss what has happened, reflect on events and situations and share feelings or worries
- Offer support to re-build confidence, identify their strengths, build resilience, develop friendship choices etc.
- Support to move on from the incident.

In particular for the perpetrator:

Sanctions may be applied in accordance with the school's anti bullying, safeguarding and behaviour policies and will be proportionate and appropriate to the circumstances.

If there is evidence of repeated bullying behaviour by the same perpetrator, the perpetrator will be given sessions to reflect on their behaviours with members of staff or external agencies.

Bystanders

A bystander is a learner who stands by and watches and does nothing to stop the incident or support the target.

There are times when a bullying incident may require specific whole school, year group or class or even individual work to be undertaken in order to prevent bullying reoccurring. The school will assess this and put in appropriate programs as it deems necessary

Upstanders

An upstander is someone who will report incidents and not stand by and watch or be part of the issue. The school will encourage learners to be **upstanders**.

The Right of Parents/carers to escalate the matter

Having reported an issue to the school, if a learner or parent/carer does not feel that school has responded in accordance with the policy or has not addressed the concern to a satisfactory standard, they can raise the matter with a member of the senior leadership team. If this is still not resolved, they can make a formal complaint. The school complaints policy is available on the website or by contacting the school office.

Other Policies

This policy may be read in conjunction with other relevant policies for our school, including:

- Safeguarding policy
- Behaviour Policy
- Prevent Policy
- RSE Code / Policy

Evaluation

This Anti-Bullying policy will be kept under regular review involving all school staff. A formal review will be undertaken every three years or sooner if necessary.

Anti-bullying Procedure

Learner reports alleged bullying

Meeting/discussion with AB PSO to establish if the incident meets the bullying definition.

Bullying incident

Incident is not bullying

Full details of the alleged bullying including perpetrators and any witnesses are added to the bullying log (BIF)

BULLYING LOG IS NOW OPEN

Incident investigated and dealt with via Behaviour Policy

Phone call home to parents/carers informing them the bullying log is open.

Letter sent home to parents/carers informing them the bullying log is open.

Anti-Bullying tracking/recording sheet issued to learner (target).
Learner informed to complete the daily tracker and report to AB PSO everyday
Learner informed to collect a new daily tracker from AB PSO everyday

All reported incidents;

- Record the incident
- Investigate the incident
- Record the investigation findings
- Undertake all appropriate actions including sanctions and or referral to external agencies
- Add details of the sanctions and actions to the record
- Communicate with parents/carers, target & perpetrator
- Support offered

No reported incidents;

- AB PSO to monitor the situation
- AB PSO to meet with the learner to check in and assess the need to keep the bullying log open.

- Records of the completed anti-bullying log are placed on learner files (target and perpetrators).

- Ongoing bullying records can be requested at any time by parent/carer and target (but names will be redacted for GDPR purposes).

Phone call home to discuss the closure of the bullying log

Bullying Log closed

Bullying log remains open

Bullying Log Closed


Parent/Learner must agree to this

Letter sent to parent/carer informing them the bullying log is closed

Bullying Log remains open and the process continues.

Anti-bullying closure form / feedback sheet completed by the learner and staff

Anti-Bullying Staged Response



Stage	Description	Possible Actions
B1	Initial Referral or first incident – alleged perpetrator and target	<ul style="list-style-type: none"> Referral completed and recorded Learners spoken to by key staff Pastoral leader informed Parents/carers contacted Review / follow up undertaken and recorded
B2	2 nd referral received for either the alleged perpetrator or target	<ul style="list-style-type: none"> Referral completed and recorded Learners spoken to by key staff Parents/carers contacted School sanctions - break/lunch detention Review / follow up undertaken and recorded
B3	Repeat referrals received for either the alleged perpetrator or target *Direct to B3 for any incidents of physical bullying	<ul style="list-style-type: none"> Referral completed and recorded Learners spoken to by key staff Parents contacted / meeting in school Restorative justice – school staff Support requested from additional agencies Referral for emotional support School sanctions - After school detention / Internal Exclusion / Fixed Term Exclusion Possible referral to SAP group – anti-bullying Anti-Bullying Reparation and Reflection program Possible referral to SWP Review / follow up undertaken and recorded
B4	Persistent alleged bullying or persistently being bullied *Direct to B4 for any incidents of racial, sexual, sexual harassment or homophobic bullying	<ul style="list-style-type: none"> Referral completed and recorded Learners spoken to by key staff and or SLT Parents contacted / meeting in school Restorative justice – police Support requested from additional agencies Referral for emotional support Referral to the Early help team School sanctions IE or FTE Letter home regarding sanction Possible referral to SAP group – anti-bullying Anti-Bullying Reparation and Reflection program Possible referral to SWP Possible referral to YoS Review / follow up undertaken and recorded

This list aims to outline the staged response to anti bullying incidents at CCYD. The list is not exhaustive and incidents will be evaluated by staff and the staged response implemented to reflect the severity of the incident.

This must also be used in conjunction with the Behaviour and Safeguarding Policies