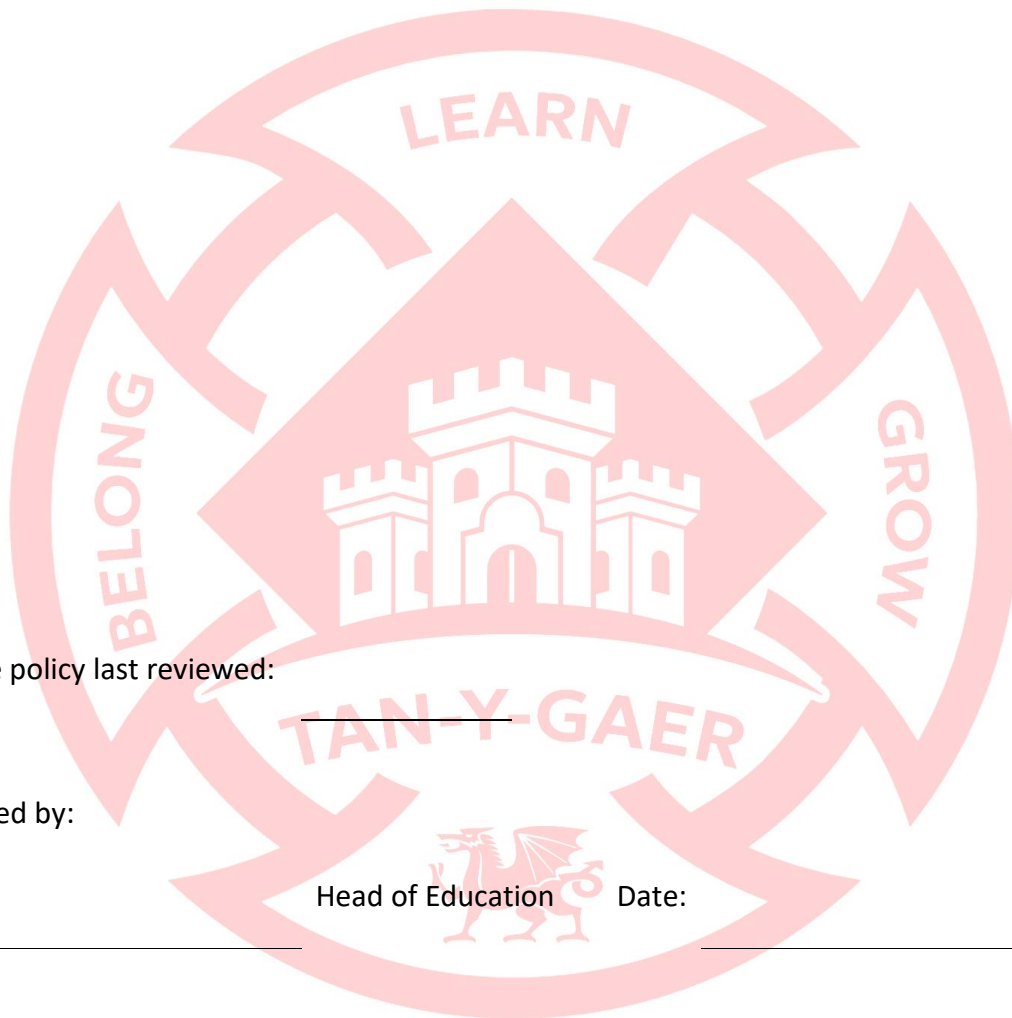


Anti-Bullying Policy



Date policy last reviewed:

Signed by:

Head of Education

Date:

Care Services
Director

Date:

Statement of Intent

The aim of this anti-bullying policy is to ensure that young people at Tan y Gaer learn in a supportive, caring and safe environment without fear of being bullied. Bullying is antisocial behaviour and affects everyone; it is unacceptable and will not be tolerated.

The organisation sees the issue of bullying as an extremely serious matter.

The organisation operates a continuous 'anti-bullying' campaign as part of their pastoral care, lessons and information sharing. All young people are therefore aware that such anti-bullying behaviour must not be instigated or tolerated. If incidents do occur, all young people should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING setting. This means that anyone who knows that bullying is happening is expected to tell the staff.

What is bullying and how does it differ to relational conflict?

We have adopted the definition of bullying provided by the AntiBullying Alliance:

"Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online."

We recognise that bullying can take many forms and can affect any one. It is often motivated by prejudice against particular groups (for example on grounds of race, religion, gender, sexual orientation, special educational needs, or disabilities, or because a child is adopted, in care or has caring responsibilities). Bullying can be motivated by actual differences between children, or perceived differences.

However, we also recognise that incidents may occur between young people, which may not be deemed as 'bullying' but still require support or intervention from trusted adults. These incidents may be referred to as 'relational conflicts' or falling out. Relational conflict differs to bullying in the fact that it is usually between individuals or groups who are relatively similar in power and status (a power balance), and the behaviours or incidents occur occasionally (not repetitive) or occur by accident (not intentional). Usually, following a relational conflict incident, young people show remorse and there is a general willingness to make things right or to resolve the conflict.

Not all relational conflict or falling out leads to bullying, but we are aware occasionally some can, and we are mindful that unresolved bad feelings or relationship problems left unaddressed can be the start of a pattern of behaviour in which the intention becomes to cause harm or distress.

Although bullying and relational conflicts can take place between individuals, we recognise that it often takes place in front of others (either physically or virtually), young people who witness these incidents/behaviours are often referred to as 'bystanders'.

Regardless of whether an incident or situation is deemed as 'relational conflict' or 'bullying', we will address the situation and support the young people to resolve any negative feelings. We will monitor young people following a relational conflict to ensure that the situation has been resolved and does not escalate to bullying. We will challenge, address, and monitor any incidents of bullying, to ensure that it does not continue and that all young people feel supported (this will include the target, the alleged perpetrator, any bystanders, and the wider community).

What is Bullying?

At Tan y Gaer we consider the context within which incidents and/or behaviours of concern occur. We will consider the motivations behind the behaviours and will take into account the age and stage of development of the young people involved. Our focus will always be the safety and welfare of all involved.

Bullying behaviour may include, but is not limited to:

- **Physical** – pushing, poking, kicking, hitting, biting, pinching etc.
- **Verbal** – name calling, sarcasm, spreading rumours, threats, teasing, belittling
- **Emotional** – isolating others, tormenting, hiding books/belongings, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation, and coercion
- **Sexual** – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.
- **Online / Cyber** – posting on social media, sharing photos, sending nasty text messages, social exclusion etc.
- **Indirect** – can include the exploitation of individuals such as 'false friendships', criminal exploitation, sexual exploitation, and radicalisation
- **Prejudice-related** – derogatory and discriminatory language and behaviour including that which is racist, homophobic, biphobic, transphobic and disablist in nature. This language and behaviour may be directed towards people because of their race/ethnicity/nationality; because they are lesbian, gay, bisexual, or trans, or are perceived to be, or have a parent/carer, sibling, or friend who is, because they have a learning or physical disability. Such language and behaviour are generally used to refer to something or someone as inferior.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Young people who are bullying need to learn different ways of behaving. This should include learning how to avoid listening to whispers of their peers who are instigating conflict between them and others.

Staff have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All Staff and Young People should have an understanding of what bullying is.
- We will champion anti-bullying throughout our Community.
- All Young People should know what the policy is on bullying, and what they should do if bullying arises.
- We take bullying seriously. Young People should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and Symptoms

A young person 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 young person:

- changes their usual routine
- is unwilling to engage
- 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
- presents 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 monies continually "lost"
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying others
- stops eating
- is frightened to say what is 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.

Procedures

1. Report bullying incidents to staff or any incident of bullying witnessed will be reported
2. In cases of serious bullying, the incidents will be recorded by staff
3. If necessary and appropriate, police will be consulted
4. The bullying behaviour or threats of bullying must be investigated by the Designated Officer and the bullying stopped quickly
5. An attempt will be made to help the bully (bullies) change their behaviour

The Leadership Team reserves the right to review individual cases and respond to these circumstances appropriately and at the appropriate level of intervention even if this supersedes the hierarchy of intervention in the policy above.

Outcomes

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
2. If possible, the young people will be reconciled
3. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

We will use a range of methods for helping children to prevent bullying. As and when appropriate, these may include:

- writing a set of school rules
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying
- having discussions about bullying and why it matters

Review Date	Changes Made	By Whom

