

# Plat Douet School

## Counter-bullying Policy



**April 2021**

At Plat Douet School every learner is entitled to a curriculum rich and varied, challenging and inspiring, which enables every individual to reach their fullest potential to the highest possible standard and allow all pupils to 'be the best they can be'.

## School Vision

At Plat Douet School we have high expectations which allow all pupils to **'be the best they can be'**. We aim to provide a vibrant and engaging curriculum which equips our pupils for life. We nurture a safe and supportive learning community where everyone is treated with respect and in which spiritual, moral, social and cultural development is encouraged.

All children and young people have the right to go about their daily lives without the fear of being threatened, assaulted or harassed. No one should underestimate the impact that bullying can have on a person's life. It can cause high levels of distress, affecting young people's well-being, behaviour, academic and social development right through into adulthood.

### Rights Respecting Schools

**UNCRC Article 3:** Everyone who works with children should do what is best for each child.

**UNCRC Article 19:** You should not be harmed and should be looked after and kept safe.

**UNCRC Article 37:** if you do the wrong thing, you have a right to be treated fairly.

At Plat Douet School, we are committed to providing a safe environment which is friendly and caring for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying affects everyone and is an anti-social behaviour.

All bullying in its various forms is unacceptable at our school and will not be tolerated. All pupils should feel able to inform someone about bullying behaviour and when brought to our attention, should be acted on promptly and effectively.

### What Is Bullying?

"Bullying behaviour abuses an imbalance of power to repeatedly and intentionally cause emotional or physical harm to another person or group of people. Isolated instances of hurtful behaviour, teasing or arguments between individuals would not be seen as bullying" (Torfaen definition 2008).

Bullying generally takes one of four forms:

- **Direct - *Direct*** bullying is classed as the process of carrying out an act of bullying as described above. A person can be accused of direct bullying if they proactively engage in acts that deliberately harm another either emotionally and/or physical repeatedly over time. This can take the form of hitting, kicking etc. another person or by intimidation, name calling and posting harmful comments through electronic means.
- **Indirect - *Indirect*** bullying is by means of incitement and other forms of actual encouragement of others to harm or bully another person. Examples of this include passing on messages, liking on Facebook or other media; watching physical acts without action and any other means of facilitating acts of aggression and harm.

### Different types of bullying include:

- **Physical** – hitting, kicking, tripping someone up, stealing/damaging someone's belongings

- **Verbal** – name-calling, insulting a person’s family, threats of physical violence, spreading rumours, constantly putting a person down
- **Emotional/Psychological** – excluding someone from a group, humiliation, encouraging hate, highlighting differences and highlighting weaknesses
- **Racist** – insulting language / gestures based on a person’s actual or perceived ethnic origin or faith, name calling, graffiti, racially motivated violence, use of racial motivated imagery
- **Sexual** – sexually insulting language / gestures, name-calling, graffiti, unwanted physical contact, encouragement of posting inappropriate photographs and other material
- **Homophobic** – insulting language / gestures, name-calling based on a person’s actual or perceived sexuality, name-calling, graffiti, and homophobic violence
- **Electronic/Cyber** – bullying by text message, bullying on the internet (in chat rooms, on bulletin boards and through instant messaging services), hate websites, using photographs, happy slapping and posting assaults on line, the so-called trolling.

At Plat Douet School, we use the Equality Act (2010) to treat everyone equally and fairly. Bullying based on age, disability, gender, gender identity, race or nationality, religion or belief, pregnancy, marriage or sexual orientation will not be tolerated.

### **Why is it Important to Respond to Bullying?**

Bullying incurs emotional and physical hurt. Everybody has the right to be treated with respect. No one deserves to be bullied. Pupils who are demonstrating bullying behaviours need to learn different ways of behaving. Schools have a responsibility to respond promptly and effectively to issues of bullying.

### **Objectives of this Policy**

- All teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported
- All teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- Pupils and parents should be assured that they will be supported when bullying is reported

### **Bullying will not be tolerated**

### **School Implementation**

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear and precise account of the incident will be recorded and given to the Key Stage manager and Counter-bullying Designated Lead in the first instance

- The class teacher or Key Stage manager will carry out an investigation and will report it to the Counter-bullying Designated Lead and record the incident on the school SIMS system (behaviour – bullying). This allows us to track and monitor behaviour over time and identify trends and patterns. A one off incident may not be reported as bullying, as at this stage it will not be seen as an act of bullying. Repeated occurrences following the initial incident will then be noted as bullying and a team around the identified event will be created to support.
- Parents will be kept informed
- Consequences will be used as appropriate and in consultation with all parties concerned

## **Pupils**

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice or a peer
- All teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported
- Reassurance by the school of the zero-tolerance approach
- Restoring self-esteem and confidence, using a solution focused approach.

Pupils who have been demonstrating bullying behaviours will be supported by:

- Establishing the wrong doing and the need to change, using a solution focused approach
- Informing parents or guardians to support the school in challenging the attitude and behaviours
- Opportunities and strategies to build relationships with peers e.g. Friend / Peer support

The following disciplinary steps can be taken:

- Verbal warning
- Exclusion from certain areas of school premises
- Internal exclusion
- Suspension Monitoring, evaluation and review.

Prevention Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, assemblies (including a whole school annual focus in national Anti-Bullying Week) and subject areas, as appropriate, in an attempt to help children to identify and challenge such behaviour.

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

We will use some or all of the following to help raise awareness of and prevent bullying. As and when appropriate, these may include:

- Reinforcement of the school values and school rules
- Signing a class behaviour contract
- Regular meeting agenda item for School Council, staff meetings, phase leader meetings and senior leadership meetings
- Using cross-curricular opportunities in Drama, Art or Music to reinforce awareness
- Run the 'Friends' programme
- Reading stories about bullying or having them read to a class or assembly

- Having regular discussions about bullying and why it matters (Signs and Symptoms).

Many children and young people do not speak out when being bullied and may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and should investigate if a child:

- becomes withdrawn, anxious, or lacking in confidence
- changes their normal routine
- starts stammering
- uses excuses to miss school (stomach ache, headache etc.)
- begins to suffer academically or socially
- asks for money or starts stealing money
- Using cross-curricular opportunities in Art, Drama or Music to reinforce awareness
- has unexplained cuts or bruises or shows signs of being in a fight
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- changes their eating habits (stops eating or over eats)
- goes to bed earlier than usual
- is unable to sleep
- cries themselves to sleep at night or has nightmares
- wets the bed
- is frightened to say what's wrong
- gives unlikely excuses for any of the above
- is afraid to use the internet or mobile phone

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

### **Resources**

[www.empoweringparents.com](http://www.empoweringparents.com)

<https://bounce-back-from-bullying.childline.org.uk/>

[www.childline.org.uk/bullying](http://www.childline.org.uk/bullying)

[www.love-matters.co.uk](http://www.love-matters.co.uk)

[www.besomeonetotell.org.uk](http://www.besomeonetotell.org.uk)

[www.kidscape.org.uk](http://www.kidscape.org.uk)

### **Bullying in the workplace**

Plat Douet School does not tolerate any degree of bullying within the staff team. The emotional well-being of staff is as important as that of the children. Any member of staff who feels that they are being bullied in any way should confide in their line manager, the Headteacher / Deputy Headteacher, Designated Counter-bullying Lead or a trusted colleague in the first instance so that the incident can be addressed following policy and procedure.

**Review Date: April 2022**