



Ysgol Gymunedol

TONYREFAIL

Community School

Bullying Policy

Optimism | Trust | Respect | Positivity | Honesty

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GB member/staff responsible for policy review:	Cynthia Rees
GB Link Governor:	Hayley Jacobs
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Policy Control

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Author:	K Culverhouse
Date of policy implementation:	August 2018
Staff responsible for review:	C Rees
Link Governor:	H Jacobs
Owner:	H Nicholas
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Policy Revision History

Date	Version	Lead Reviser	Additional Revisers	Description	Date ratified by full GB

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1. Introduction

Tonyrefail Community School is a true community school that values the rich interactions created as we all strive for its success. Everyone within our school community faces challenge and we use our core values of optimism, trust, respect, positivity and honesty to support each other in our relentless pursuit of excellence. We have high expectations of each other and value building our community into a safe, inclusive, fair environment which focuses on developing every individual's unique qualities. We all believe in our community and value its sense of purpose in providing an innovative environment where our children grow into independent, resilient people who can provide for the future of our community.

This school is a place where every person has the right to be themselves and to be included in a safe and happy environment. Everyone at our school is equal and should be treated with respect.

2. Aims and Purposes of the Policy

Bullying of any kind is unacceptable and will not be tolerated at Tonyrefail Community School. At Tonyrefail Community School the safety, welfare and well-being of all students and staff is a key priority. We take all incidences of bullying seriously and it is our duty school community to take measures to prevent and tackle any bullying, harassment or discrimination. We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our students to become responsible citizens and to prepare them for life in 21st Century Britain. These values reflect those that will be expected of our students by society when they leave school and enter the world of work or further study. We are committed to improving our school's approach to tackling bullying by regularly monitoring, reviewing and assessing the impact of our preventative measures.

3. Definition of Bullying

Bullying is hurtful or unkind behaviour which is deliberate and **repeated**. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied. The nature of bullying can be:

- Physical – such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone
- Attacking property – such as damaging, stealing or hiding someone's possessions
- Verbal – such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone
- Psychological – such as deliberately excluding or ignoring people
- Cyber – such as using text, email or other social media to write or say hurtful things about someone

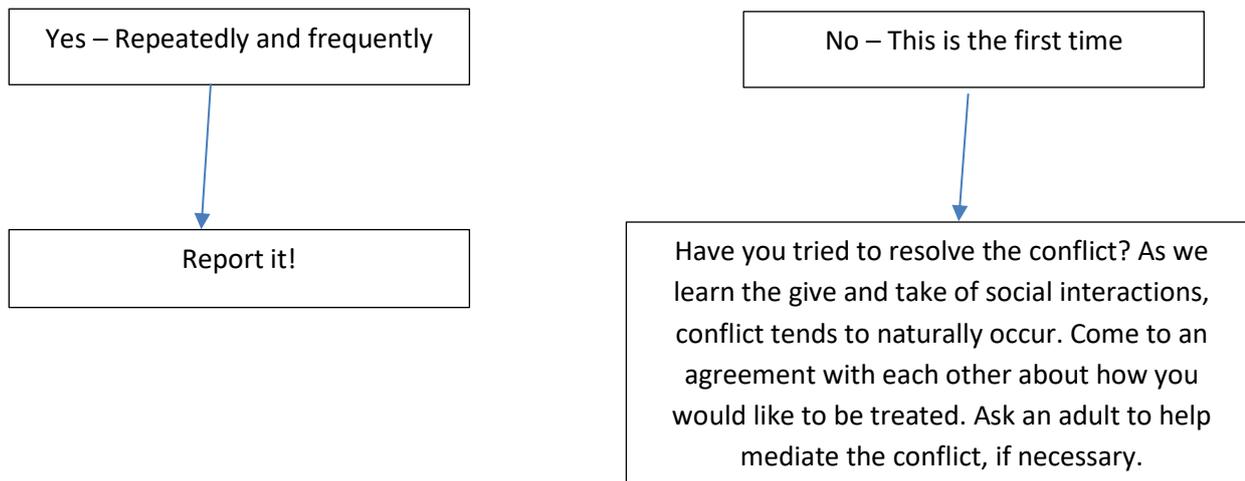
Bullying can be based on any of the following things:

- Race (racist bullying)
- Religion or belief
- Culture or class
- Gender (sexist bullying)
- Sexual orientation (homophobic or biphobic bullying)
- Gender identity (transphobic bullying)
- Special Educational Needs (SEN) or disability
- Appearance or health conditions
- Related to home or another personal situation
- Related to another vulnerable group of people

No form of bullying will be tolerated, and all incidents will be taken seriously.

4. Is it Bullying? Flowchart

Has this person used negative actions against you repeatedly (physical, verbal, or social)?



5. Reporting Bullying

STUDENTS WHO ARE BEING BULLIED: If a student is being bullied, they are encouraged to not retaliate but to tell someone they trust about it such as a friend, family member or trusted adult. They are also encouraged to report any bullying incidents in school:

Report to a teacher – such as a form tutor, head of school or any other teacher

- Report to other school staff [the youth worker, school nurse, school counsellor]
- Call ChildLine to speak with someone in confidence on 0800 1111

6. Reporting – Roles and Responsibilities

STAFF: All school staff, both teaching and non-teaching (for example midday supervisors, caretakers, librarians) have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's efforts to prevent bullying. If staff are aware of bullying, they should reassure the students involved and inform a relevant member of the pastoral team. The following staff members are anti-bullying leads

Mr K Culverhouse / Mrs K Saltmarsh, Mrs L Parsons, Mrs S Mellor

Mrs J Jones/ Mr J Joseph

Mrs R Wetherill/ Mr G O'Leary

Mrs V Morgan/ Mr H Morris

SENIOR STAFF: The Senior Leadership Team and the head teacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and well-being of all young people. In addition to the designated anti-bullying leads, Mrs Nicholas and Mrs Culverhouse are the Senior Leader responsible for anti-bullying.

PARENTS AND CARERS: Parents and carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and carers should tell their child not to retaliate and support and encourage them to report the bullying. Parents and carers can report an incident of bullying to the school either in person, or by phoning or emailing the school office or a member of staff .

STUDENTS: Students should not take part in any kind of bullying and should watch out for potential signs of bullying among their peers. They should never be bystanders to incidents of bullying. If students witness bullying, they should support the victim, encourage them to report the bullying and, if possible, accompany them to tell a trusted adult.

7. Responding to Bullying - When Bullying has been Reported, the Following Actions Will be Taken:

- Staff will record the incident and report the incident centrally on [SIMS or other school database]
- Designated school staff will monitor incident reporting forms and information recorded on [SIMS or other school database] analysing and evaluating the results
- Designated school staff will produce termly reports summarising the information, which the head teacher will report to the governing body
- Support will be offered to those who are the target of bullying from the [pastoral team] in school, from a [peer mentor,] or through the use of [restorative justice or other programmes]
- Staff will pro-actively respond to the bully, who may require support from the [pastoral team, peer mentors] or through the use of [restorative justice programmes]
- Staff will assess whether parents and carers need to be involved
- Staff will assess whether any other authorities (such as police or the local authority) need to be involved, particularly where actions take place outside of school