



Anti Bullying Policy

| Title | Name | Signed | Date |
|--------------------|-------------|-----------------------|----------|
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Introduction

Brynteg School is an inclusive community, committed to the wellbeing and safety of all students. We aim to provide an environment where students feel valued, safe, and

connected to the school. In line with our Safeguarding Policy, we strive to ensure every student thrives in a supportive setting free from bullying. We acknowledge that bullying may occur and are committed to addressing it proactively and effectively.

Bullying can negatively impact a person's wellbeing, behaviour, academic performance, and social development, extending into adulthood. At Brynteg, all pupils have the right to go about their school life without fear of being harassed, threatened, or hurt.

Aims of the Policy

Brynteg School's Anti-Bullying Policy aims to create a safe, supportive environment for every student. We strive to:

- Provide a welcoming and inclusive environment, regardless of race, gender, or ability.
- **Raise Awareness:** Educate students, staff, and the community about bullying and its impact.
- **Prevent Bullying:** Implement strategies to prevent bullying through awareness and school-wide initiatives.
- **Encourage Reporting:** Foster a culture where students feel confident reporting incidents without fear of retaliation.
- **Define Bullying:** Ensure a clear, shared understanding of bullying among the school community.
- **Establish Consequences:** Set out clear consequences for bullying behaviour.
- **Support Victims:** Offer timely, effective support to students who have experienced bullying.
- **Record Incidents:** Maintain accurate records of bullying incidents for monitoring and review.
- **Engage Stakeholders:** Involve students, staff, parents, and the wider community in efforts to reduce bullying.
- **Promote Inclusivity:** Foster a school culture that values diversity and discourages discrimination.
- **Regular Monitoring and Evaluation:** Assess the effectiveness of the policy and adjust as necessary.
- **Train Staff:** Provide staff with training on recognizing and addressing bullying.
- **Curriculum Integration:** Incorporate lessons on empathy, respect, and tolerance into the curriculum to educate students about bullying.

- **Empower Peer Intervention:** Encourage students to support peers by intervening when they witness bullying.
- **Compliance with Regulations:** Ensure compliance with local and national regulations related to bullying prevention.

Legal Framework

Brynteg School complies with the **Education and Inspections Act 2006**, which requires schools to promote self-discipline and respect among students while preventing all forms of bullying. This policy is written considering the Welsh Government's [Challenging Bullying - Rights, Respect, Equality](#) guidance.

Definition of Bullying

Bullying is defined as "**behaviour by an individual or group, usually repeated over time, that intentionally hurts, threatens, or frightens another individual, physically or emotionally.**"

Bullying can take various forms, including:

- **Verbal bullying:** name-calling, taunting, mocking, or making offensive comments.
- **Physical bullying:** kicking, hitting, or taking/hiding belongings.
- **Cyberbullying:** inappropriate online messaging, sending offensive images, or using social media to spread harmful content.
- **Emotional bullying:** excluding others from groups, spreading rumours, or producing offensive graffiti.

Bullying may target actual or perceived differences, including race, religion, gender identity, sexual orientation, disabilities, or other characteristics.

Forms of Bullying Covered by this Policy

This policy addresses all forms of bullying, including but not limited to:

- **Racial, Religious, or Cultural Bullying**
- **Homophobic or Biphobic Bullying**

- **Transphobic Bullying**
- **Bullying Related to Learning Disabilities or Additional Needs**
- **Appearance-Related Bullying**
- **Bullying of Young Carers or Care-Experienced Children**
- **Sexist or Sexual Bullying**
- **Cyberbullying**
- **Bullying Based on Protected Characteristics** under the Equality Act 2010, including disability, pregnancy, and maternity.

What is Not Considered Bullying?

While inappropriate, some behaviour is not typically considered bullying. Examples include:

- **Friendship Fallouts:** Disagreements between friends can evolve into bullying but may start as simple disagreements.
- **One-off Fights:** Isolated incidents do not necessarily constitute bullying unless part of a pattern.
- **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.
- **A one-off physical assault** – the school will address matters of this kind following its procedures and seek additional support and guidance from our Police Liaison Officer and BCBC Education Engagement Team where 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. 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. The school will follow its Behaviour for Learning Policy and report instances of hate crime to the local authority and complete a PREVENT referral to South Wales Police where appropriate.

Online Bullying

As online bullying often occurs out of school, Brynteg recognises the impact it can have on a student's school life. We will educate students on safe online practices and take measures to address any online bullying that affects students at school. This may involve using our Police Liaison Officer or PCSO.

Preventing, Identifying, and Responding to Bullying

Brynteg School is proactive in its approach to preventing and managing bullying by:

- **Creating an Inclusive Culture:** Promoting tolerance, respect, and inclusion through our curriculum, assemblies, school activities and our values of respect, independence, community and kindness.
- **Training Staff:** Ensuring staff can identify signs of bullying and respond effectively.

- **Safe Spaces:** Establishing safe areas for vulnerable students including Ty Seren, The Hub and Year Team Offices.
- **Curriculum Integration:** Incorporating social and emotional learning, resilience-building, and anti-bullying education into lessons.
- **Hotspot Monitoring:** Identifying areas where bullying might occur and ensuring appropriate supervision.

Procedures for Reporting and Addressing Bullying

Students can report bullying through:

- **Direct Reporting:** Speaking with a member of staff in the HUB, pastoral staff, or any member of teaching or support staff.
- **Anonymous Reporting:** Utilising the bullying tab on class charts wellbeing alert.

Upon receiving a report of bullying, the school will:

1. Investigate thoroughly, gathering statements from the victim, the harmer, and any witnesses.
2. Log incidents on My Concern, Class Charts and Provision Map
3. Take appropriate action, which may include reflections, internal exclusions, or, in severe cases, fixed-term or permanent exclusion.
4. Offer support to the victim, which may involve counselling, peer support, Ty Seren or other wellbeing interventions.

Phased approach to dealing with bullying incidents:

Phase 1: 1st Offence

If the incident is not isolated or follows a history of issues, the following steps should be taken:

- Supportive discussion with the victim to reassure them and gather their account.
- Assign a point of contact for the victim and create a log for any future incidents.
- The alleged harmer will explain their side, and the term "bullying" will be clarified.
- Witnesses will be interviewed to understand the situation.
- If bullying is established (on the balance of probabilities), the harmer will sign an anti-bullying contract (Appendix 1).
- Standard letters (Appendix 2) will be sent to the harmer's parents, along with the policy's stages of procedure.
- Sanctions for the harmer, depending on the severity, can range from reflections to exclusions.
- Parents of both the harmer and victim will be informed of actions taken.
- Support interventions for the victim's emotional well-being will be offered.
- A restorative meeting between the victim and harmer will occur if both agree.
- The incident will be logged in Class Charts as 'Bullying 1'.

PHASE 2: 2nd offence

- Where bullying behaviour is identified, the harmer's parents will be requested to visit the school to discuss the situation with the Year Leader for the year group.
- A standard letter will be provided to the parents of the harmer, informing them of what has happened and the stage of the bullying. **(Appendix 3)**
- Sanctions will be put in place for the harmer and any other students that are involved. These will depend on the severity of the incident but will, in most circumstances, graduate in severity through the bullying phases. Sanctions include reflections, internal exclusions, zoning from areas of the school site, fixed term exclusions, and in serious cases, permanent exclusion.
- The victim's parents will be contacted to inform them of what has happened.
- Emotional wellbeing, confidence building or resilience building interventions will be put in place for the victim where appropriate.
- A restorative practice meeting between the victim and the harmer will take place where both parties agree to this.
- Utilise the Police Liaison Officer / PSCO to have an educational input with the harmer.

Phase 3: 3rd Offence

If bullying is confirmed:

- The harmer's parents will be asked to attend a meeting with Senior Leadership.
- The next step will involve a meeting with the Local Authority Education Engagement Team.
- A standard letter (Appendix 4) will be sent to the harmer's parents, outlining the situation and stage of the bullying.
- Sanctions will be imposed based on severity, ranging from detentions to exclusions.
- The victim's parents will be informed of the incident.
- Emotional support for the victim will be provided, as needed.
- A restorative meeting between the victim and harmer will occur, if both agree.
- The incident will be logged in Class Charts as 'Bullying 3'.

Phase 4: 4th Offence

If bullying is confirmed:

- The Headteacher may issue an exclusion, following prior warnings at Phase 3.
- The harmer's parents will meet with Senior Leadership and the Education Engagement Team to discuss next steps, potentially including a managed move.
- A standard letter (Appendix 5) will be sent to the harmer's parents, detailing the situation.

- Sanctions will be applied, ranging from detentions to exclusions.
- The victim's parents will be updated.
- Emotional support for the victim will be provided, as needed.
- A restorative meeting between the victim and harmer will be arranged, if agreed.
- The incident will be logged in Class Charts as 'Bullying 4'.

The Headteacher reserves the right to amend procedures based on trends, feedback, Local Authority directives, or Welsh Government guidance.

Victim Bullying Log (Appendix 6)

A log will be opened at Phase 1 to track bullying from the victim's perspective. A trusted adult will be assigned to the victim for reporting concerns. The log will be updated, communicated to parents, and closed once all parties agree the issue is resolved. The log will be filed for future reference in case of escalation.

Involvement of Parents and Carers

Parents play a crucial role in supporting the school's anti-bullying efforts. Brynteg will:

- Communicate with parents promptly if their child is involved in a bullying incident.
- Encourage open communication between the school and home regarding bullying concerns.
- Provide guidance to parents on how to support their child, whether they are a victim or a perpetrator.

Monitoring and Evaluation

The policy will be reviewed annually, and bullying incidents will be regularly monitored. Feedback from students, staff, and parents will be collected to assess the policy's effectiveness.

The named contact for this policy is Edward Rees, Assistant Headteacher.

Safeguarding

Brynteg School will safeguard and promote the welfare of children and young people in line with the 'Education Act 2002', following our safeguarding policy. Some incidents of bullying may also be, or reveal, a child protection issue. A bullying incident should be addressed as a child or young person protection issue under the Children Act 1989 when there is 'reasonable cause to suspect that a child or young person is suffering, or is likely to suffer, significant harm'. These concerns will be reported to a member of the safeguarding team who will follow our safeguarding procedures where appropriate.

Pupils who have been bullied will be supported by:

- Offering an opportunity to discuss the experience with one of the following; a peer mentor, a Pupil Wellbeing Officer, Year Leader, Learning Support Officer or Safeguarding Lead
- Where agreed by the Pupil Hub will implement interventions to reassure the pupil and restore self-esteem and confidence.
- Where appropriate external agencies will be offered to support the pupil. Examples of these include the School Counsellor, the School Nurse and the Early Help Lead Worker.

Appendix 1 – Bullying Contract

Anti Bullying Contract – Phase 1

Bullying is “Behaviour by an individual or a group, usually repeated over time that intentionally hurts, threatens or frightens another individual either physically or emotionally”. Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking or hiding belongings; inappropriate messaging and electronic messaging (including through web-sites, social networking sites and instant messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. It might be motivated by actual differences between pupils, or perceived differences.

The Law

Education and Inspections Act 2006 5.14

Under section 89 of the Education and Inspections Act 2006 ('the 2006 Act') Headteachers of maintained schools are required to determine measures to:

- (a) promote among learners self-discipline and proper regard for authority
- (b) encourage good behaviour and respect for others on the part of learners and, in particular, prevent all forms of bullying among learners
- (c) secure that the standard of behaviour of learners is acceptable,

Brynteg School sees your current actions as bullying and against what is set out in law. In carrying out phase 1 of our 'Anti-Bullying Policy' we hope to ensure this behaviour does not continue.

.....

I have had the definition of bullying, the school's views on bullying, how it can make others feel, and the law relating to bullying explained to me.

I understand that bullying will never be accepted at Brynteg School. I also understand how I need to stop my bullying behaviour moving to phase 2. I understand if I show bullying behaviour again my parents will be sent a letter explaining this to them.

Signed (student).....

FormDate.....

Appendix 2 – Harmer Letter

Dear Parent/Carer

Notice of Bullying – Phase 1

Detailed in the [Welsh Government Challenging bullying Rights, respect, equality: Statutory guidance for governing bodies of maintained schools](#) it states:

5.14 Under section 89 of the Education and Inspections Act 2006 ('the 2006 Act') Headteachers of maintained schools are required to determine measures to:

- (a) promote among learners self-discipline and proper regard for authority
- (b) encourage good behaviour and respect for others on the part of learners and, in particular, prevent all forms of bullying among learners
- (c) secure that the standard of behaviour of learners is acceptable.

Our Anti Bullying Policy explains the Definition of bullying as:

Bullying is "Behaviour by an individual or a group, usually repeated over time that intentionally hurts, threatens or frightens another individual either physically or emotionally". Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking or hiding belongings; inappropriate messaging and electronic messaging (including through websites, social networking sites and instant messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. It might be motivated by actual differences between pupils, or perceived differences.

I am sorry to have to inform you that **(INSERT NAME)** has been involved in the bullying of another pupil. Insert Name has been observed **(insert incident details)**. Brynteg School takes bullying very seriously and we follow up and investigate each complaint that is reported to us. **(INSERT NAME)** will now be required to sign an anti-bullying contract.

(INSERT NAME) has been educated that bullying of any form is not acceptable at this school. Please support the school to ensure you encourage good behaviour and respect for others from your child, in particular, preventing all forms of bullying. Should further bullying occur **(INSERT NAME)** will move onto phase two in our anti-bullying policy and we would require a formal meeting to discuss our concerns along with a relevant sanction.

A record of the incident will be recorded on Class Charts 'Bullying 1'.

If you have any queries about this, please do not hesitate to contact me. Thank you for your

support in this matter.

Yours sincerely

Year Leader

Appendix 3 – Harmer Letter

Dear Parent/Carer

Notice of Bullying – Phase 2

Detailed in the [Welsh Government Challenging bullying Rights, respect, equality: Statutory guidance for governing bodies of maintained schools](#) it states:

5.14 Under section 89 of the Education and Inspections Act 2006 ('the 2006 Act') Headteachers of maintained schools are required to determine measures to:

- (a) promote among learners self-discipline and proper regard for authority
- (b) encourage good behaviour and respect for others on the part of learners and, in particular, prevent all forms of bullying among learner secure that the standard of behaviour of learners is acceptable.

Our Anti Bullying Policy explains the Definition of bullying as:

Bullying is "Behaviour by an individual or a group, usually repeated over time that intentionally hurts, threatens or frightens another individual either physically or emotionally". Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking or hiding belongings; inappropriate messaging and electronic messaging (including through web-sites, social networking sites and instant messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. It might be motivated by actual differences between pupils, or perceived differences.

I am sorry to have to inform you that **(INSERT NAME)** has been involved in the bullying of another pupil. Brynteg School takes bullying very seriously and we follow up and investigate each complaint that is reported to us.

This is the second occasion we have spoken to **(INSERT NAME)** who has previously signed an anti- bullying contract. A letter was also sent to you when bullying behaviour was identified from your child.

(INSERT NAME) has been educated that bullying of any form is not acceptable at this school.

In order to ensure this issue does not escalate further, you are invited to attend a meeting with your child, led by the pupil's Year Team, on **(DATE)** at **(TIME)**.

A record of the incident will be recorded on Class Charts 'Bullying 2'.

Should further bullying occur **(INSERT NAME)** will move onto phase three in our anti-bullying policy

and we would require a formal meeting with a member of the leadership team to discuss our concerns along with a relevant sanction.

If you have any queries about this, please do not hesitate to contact me. Thank you for your support in this matter.

Yours sincerely
Year Leader

Appendix 4 – Harmer Letter

Dear Parent/Carer

Notice of Bullying – Phase 3

Detailed in the [Welsh Government Challenging bullying Rights, respect, equality: Statutory guidance for governing bodies of maintained schools](#) it states:

5.14 Under section 89 of the Education and Inspections Act 2006 ('the 2006 Act') Headteachers of maintained schools are required to determine measures to:

- (a) promote among learners self-discipline and proper regard for authority
- (b) encourage good behaviour and respect for others on the part of learners and, in particular, prevent all forms of bullying among learners
- (c) secure that the standard of behaviour of learners is acceptable.

Our Anti Bullying Policy explains the Definition of bullying as:

Bullying is "Behaviour by an individual or a group, usually repeated over time that intentionally hurts, threatens or frightens another individual either physically or emotionally". Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking or hiding belongings; inappropriate messaging and electronic messaging (including through web-sites, social networking sites and instant messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. It might be motivated by actual differences between pupils, or perceived differences.

I am sorry to have to inform you that **(INSERT NAME)** has been involved in the bullying of another pupil. Brynteg takes bullying very seriously and we follow up and investigate each complaint that is reported to us.

This is the **third** occasion we have spoken to **(INSERT NAME)** who has previously signed an anti-bullying contract. A meeting, with the Year Leader, was also arranged following the second occasion where bullying behaviour was identified from your child.

(INSERT NAME) has been educated that bullying of any form is not acceptable at this school. In order to ensure this issue does not escalate further, you are invited to attend a meeting with your child, led by a member of the Leadership Team, on (DATE) at (TIME).

A record of the incident will be recorded on Class Charts 'Bullying 3'.

Please support the school to ensure you encourage good behaviour and respect for others from your child, in particular, preventing all forms of bullying.

If you have any queries about this, please do not hesitate to contact me. Thank you for your support in this matter.

Yours sincerely

Assistant Headteacher

Appendix 5 – Harmer Letter

Dear Parent/Carer

Notice of Bullying – Phase 4

Detailed in the [Welsh Government Challenging bullying Rights, respect, equality: Statutory guidance for governing bodies of maintained schools](#) it states:

5.14 Under section 89 of the Education and Inspections Act 2006 ('the 2006 Act') Headteachers of maintained schools are required to determine measures to:

- (a) promote among learners self-discipline and proper regard for authority
- (b) encourage good behaviour and respect for others on the part of learners and, in particular, prevent all forms of bullying among learners
- (c) secure that the standard of behaviour of learners is acceptable.

Our Anti Bullying Policy explains the Definition of bullying as:

Bullying is "Behaviour by an individual or a group, usually repeated over time that intentionally hurts, threatens or frightens another individual either physically or emotionally". Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking or hiding belongings; inappropriate messaging and electronic messaging (including through web-sites, social networking sites and instant messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. It might be motivated by actual differences between pupils, or perceived differences.

I am sorry to have to inform you that **(INSERT NAME)** has been involved in the bullying of another pupil. Brynteg School takes bullying very seriously and we follow up and investigate each complaint that is reported to us.

This is the **fourth** occasion we have spoken to **(INSERT NAME)** who has previously signed an anti-bullying contract. A letter was also sent to you when bullying behaviour was identified from your child. A meeting, with the Year Leader, was also arranged following the second occasion where bullying behaviour was identified from your child. A Meeting, with a member of the Senior Leadership Team was arranged following the third occasion where bullying was identified from your child.

(INSERT NAME) has been educated that bullying of any form is not acceptable at this school. In order to ensure this issue does not escalate further, you are invited to attend a meeting with your child, led by a member of the Senior Leadership Team, and including a Local Authority representative from the Educational Engagement Team, on (DATE) at (TIME).

A record of the incident will be recorded on Class Charts 'Bullying 4'.

Please support the school to ensure you encourage good behaviour and respect for others from your child, in particular, preventing all forms of bullying.

If you have any queries about this, please do not hesitate to contact me. Thank you for your

support in this matter.

Yours sincerely,

Assistant Headteacher

Appendix 6 – Bullying Log

Log to be completed from phase 1

Victim Name _____ Yr _____

Trusted adult _____

| Name of harmer | Date | Investigated by | Description of the incident | Outcome | Type of bullying (see key below) |
|----------------|------|-----------------|-----------------------------|---------|----------------------------------|
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| | | | | | |
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Types of bullying key

1 - Race, 2 - Religion, 3- Culture, 4 - Sexual Orientation, 5 - Additional Learning Needs, 6 – Appearance, 7 – Family circumstances, 8 – Disability / health, 9 - Young Career / Health, 10 – Sexist / sexual, 11 – cyber, 12 – physical, 13 – emotional