



Policy Document F04-25

Anti-Bullying

1. INTRODUCTION

1.1 Every young person at St Teilo's has the right to feel safe, happy, well and included. The school recognises that bullying is detrimental to these core values and that bullying can have a significant negative effect on a young person.

2. AIMS

2.1 The school's approach to anti-bullying aims to:

- a. Promote human flourishing so that young people can be fully who God is calling them to be.
- b. Ensure an anti-bullying environment is created throughout the school.
- c. Encourage inclusivity, respect, tolerance and kindness.
- d. Promote relational and restorative approaches to bring about healing when bullying occurs.
- e. Keep young people safe.

3. DEFINITIONS

3.1 There is no legal definition of bullying in Wales. For the purposes of this policy, bullying is defined as 'behaviour of an individual or group, usually repeated over time, that intentionally hurts others physically or emotionally.'

3.2 In this policy, victims have been re-termed 'targets' and bullies have been re-termed 'perpetrators'.

4. THE LAW

4.1 Children's rights at St Teilo's are underpinned by the articles of the United Nations Convention on the Rights of the Child.

4.2 This policy has been written in line with Welsh Government Guidance (2019) Rights, Respect, Equality: Statutory Guidance for Governing Bodies of Welsh Maintained Schools and its terms of reference have been fully adopted.

4.3 Welsh Government Guidance document no: 283/2022 Keeping learners safe: The role of local authorities, governing bodies and proprietors of independent schools under the Education Act 2002.

5. RIGHTS OF THE CHILD

5.1 This policy has its basis in the following missional rights of the child:

- a. Right I - The right to accurate knowledge and information.
- b. Right III - The right to one's own thoughts and beliefs.
- c. Right V - The right to extra support for the disabled or those with additional learning needs.
- d. Right VI - The right to be as healthy and happy as possible.
- e. Right VII - The right to learn from and spend time with one's friends.
- f. Right IX - The right to be safe around adults and other young people.
- g. Right X - The right to be listened to and taken seriously.
- h. Right XI - The right to be treated fairly and not in a cruel way.
- i. Right XII - The right to keep some things private.

6. BULLYING

6.1 Bullying can be expressed through a range of behaviours, in person or within a digital environment. It can be carried out by individuals or by groups.

6.2 Whilst it is recognised that one-off incidents can be traumatic, bullying differs significantly from an argument, fight, one-off physical assault, one-off hate incident or a friendship dispute in that:

- it is always deliberate or intentional.
- it is repeated and sustained over time.
- it involves a perceived imbalance of power between perpetrator and target.
- it causes feelings of distress, fear, loneliness, humiliation, and powerlessness.

6.3 Bullying can take many forms, some of which are recognised and reinforced in the school's 'non-negotiables'. Such forms may include (for example):

- a. Physical – kicking, tripping, shoving, injuring someone, damage to belongings or gestures of intimidation.
- b. Verbal – taunts and name-calling, insults, threats, humiliation or intimidation.
- c. Emotional – behaviour intended to isolate, hurt or humiliate someone.
- d. Indirect – 'sly' or underhand action carried out behind the target's back or rumour-spreading.
- e. Online – using technology or social media to bully digitally.
- f. Relational aggression – bullying that tries to harm the target's relationships or social status by isolating them or humiliating them. This can include the exploitation of vulnerabilities, such as ALN.
- g. Sexual – unwanted touching, threats, suggestions, comments or jokes, including 'revenge porn' or the misuse of intimate, explicit images of the target
- h. Prejudice-related – bullying of a learner or group of learners because of prejudice. This could be linked to stereotype of presumptions about identity.

Prejudice related bullying includes the protected characteristics of age, disability, gender reassignment, marriage, civil partnership, pregnancy and maternity race, religion or religious belief, sex and sexual orientation.

7. THE NON-NEGOTIABLES

7.1 The school's non-negotiables set the context for a safe school and, as such, they must be enforced at all times by all people.

Hate Speech

7.2 Hate Speech is any language which attacks a person or group on the basis of attributes such as race, religion, ethnic origin, sexual orientation, disability or gender. When young people hear hate speech in school, they can be made to feel unsafe, insecure, unwelcome, or left out. Used over time, hate speech can negatively affect young people's emotional wellbeing and mental health. Intolerance and discrimination of this type threatens our cohesive school community and is not compatible with our Christian mission.

7.3 All hate speech used in school will be recorded and reported. Pastoral staff will monitor instances of hate speech using the appropriate reporting systems.

7.4 Young people who use hate speech will receive a consequence, whatever their justification for using the language. Young people who use hate speech may be reported to other agencies, including the police.

Violence

7.5 Violence is the intentional use of physical form or power, threatened or actual. Violence results in, or is likely to result in, injury or emotional harm. When young people threaten one another in school, or use physical force or power to cause harm, children are put at risk. Violence often results in physical harm but it also causes young people to suffer emotional harm. Violence is not compatible with our values as a Church in Wales school and threatens the smooth running of the school. Our school community is characterised by civility and violence has no place here.

7.6 All violence, threatened or actual, used in school will be recorded and reported. Pastoral staff will monitor instances of violence using the appropriate reporting systems.

7.7 Young people who use violence will receive a consequence, whatever their justification for using it. Young people who use violence may be reported to other agencies, including the police.

Mobile Phones

7.8 Mobile phones are not permitted to be seen within the building, as they can represent a risk when used unwisely and can be a tool for bullying. A number of young people have reported that cyber-bullying can negatively impact their emotional wellbeing and be detrimental to their socialisation with peers.

8. THE #TEAMTEILO WAY

8.1 In addition to the non-negotiables, 'respect people, respect learning and respect property' is the minimum expectation.

8.2 An enhanced Wellbeing Team are available to support all young people, as well as to respond in a timely and effective way to any reports of bullying. This includes access to therapeutic support.

8.3 The #TeamTeilo way is characterised by being proactive and by relational and restorative practice to bring about healing and lasting change for the target of bullying, as well as the perpetrator. 'Character Practices' form the heart of our curriculum.

8.4 All staff will directly challenge any instances of bullying, including hate speech and violence, as they happen. They will address both the target and perpetrator to prevent further harm and offer reassurance.

8.5 All young people are encouraged to speak out about bullying, responding as an ally to any target and supporting them in making their report to a member of staff.

8.6 Staff are trained to look for any early signs of bullying behaviour and raise their concerns. Part of this response includes robust staffing arrangements during free time, at the beginning and end of the day and by being proactive in the community surrounding the school.

8.7 All reports of bullying made by parents, staff or young people will be investigated by an appropriate member of staff. Staff will then use pastoral monitoring systems to log and categorise bullying and the type of bullying – with particular reference to incidents of hate and violence.

8.8 Anti-bullying campaigns will be at the forefront of wellbeing work in each academic year. Student voice and reported data will inform the focus of this work and it will be championed by the School Council.

9. WORKING TOGETHER AGAINST BULLYING

9.1 All stakeholders are encouraged to make reports immediately if they have concerns about bullying. They can do so via telephone, via the school website or by contacting a member of staff directly. Young people can make their report in person with any member of staff at the school or by filling out a postcard.

9.2. All reports of bullying will be investigated. This may include talking to young people and reviewing CCTV footage. As far as possible, and in a sensitive way, the views of the target will be considered when considering next steps.

9.3 In some cases, the school may refer to partner agencies to help investigate or to support the target and perpetrator. This could include the police or Children's Services, in line with the school's safeguarding arrangements.

9.4 In all cases, a written report will be kept on pastoral monitoring systems.

9.5 Feedback will be given to the target, the perpetrator and their parents or carers so that there is clear communication and reassurance between all.

9.6 Where there are disagreements about the way in which a report of bullying has been managed or investigated, the matter will be referred to a more senior member of staff for review.

9.7 The Wellbeing and Inclusion Panel may choose to review the support provided to a target or perpetrator of bullying using the Graduated Response.

9.8 The Headteacher will regularly share reports about the pastoral welfare of young people in the appropriate Governing Body Committee, so that the school can be held to account.

10. THE VOICE OF THE CHILD

10.1 The tenth missional right for young people at St Teilo's is the right to be listened to and taken seriously. The voice of the child is therefore the central to the school's anti-bullying approach.

10.2 The anti-bullying agenda will remain a high priority for the School Council.

10.3 Suggestion boxes are available for all young people to leave feedback, anonymously if they wish to do so.

10.4 The school will use interactive methods and technologies to engage young people in speaking out about issues that affect them and will continue to undergo 'temperature check' surveys to ask pertinent questions around feelings of safety, wellbeing and confidence in staff approach – the data from which will inform the focus of work in the school.

10.5 As far as is practicable, young people will have timely access to therapeutic support, pastoral mentoring and chaplaincy.

10.6 All young people will be consulted in order to co-construct a curriculum that meets their interests and needs.

11. SIGNPOSTING

11.1 Parents, carers and young people can access additional support from:

- Meic (www.meiccymru.org)
- Childline (www.childline.org.uk)
- NSPCC (www.nspcc.com)
- Victim Support Cymru (0300 3031982)
- Bullies Out (www.bulliesout.com)
- National Bullying Helpline (www.nationalbullyinghelpline.co.uk or 0845 2255787)

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