



ANTI- BULLYING POLICY AND PROCEDURES

Tackling Bullying Together

This policy was formulated in September 2018 by the Senior Assistant Headteacher and the Pastoral Mentor/Child Protection Officer following consultation with pupils who have experienced bullying and their parents. The policy will be put out to all staff at the school, as well as the school governors for further consultation.

Levels of bullying at Risca Community Comprehensive School are in line with national averages (*School Health Research Network. Students' Health and Wellbeing Survey 2017/18*) with 39% of pupils perceiving themselves as having been bullied, against a national average of 36%, and 17% of pupils admitting to having bullied another pupil, matching the national average of 17%. The survey also highlighted the fact that both the school and national average for pupils who have experienced cyber bullying stands at 19%. At RCCS we are committed to reducing these figures with the aim that all pupils at the school feel happy and safe and are provided with an environment that is conducive to maximising their potential.

Definition

We consider bullying to be any series of intentional acts towards another person that singles them out with the aim of causing them distress. This could be physical, psychological, emotional or online.

Bullying is often aimed at certain people because of their race, religion, gender or sexual orientation or any other aspect such as appearance or disability. Bullying is not limited to young people.

Bullying affects many young people and happens in every school, but at RCCS we believe that it's the way that it is dealt with which makes the difference for those involved. We strive to ensure that every pupil feels safe and happy in school and aim to achieve this through strong collaboration between pupils, parents, staff, governors and the wider community.

In order to achieve our aims we have implemented the following strategies:

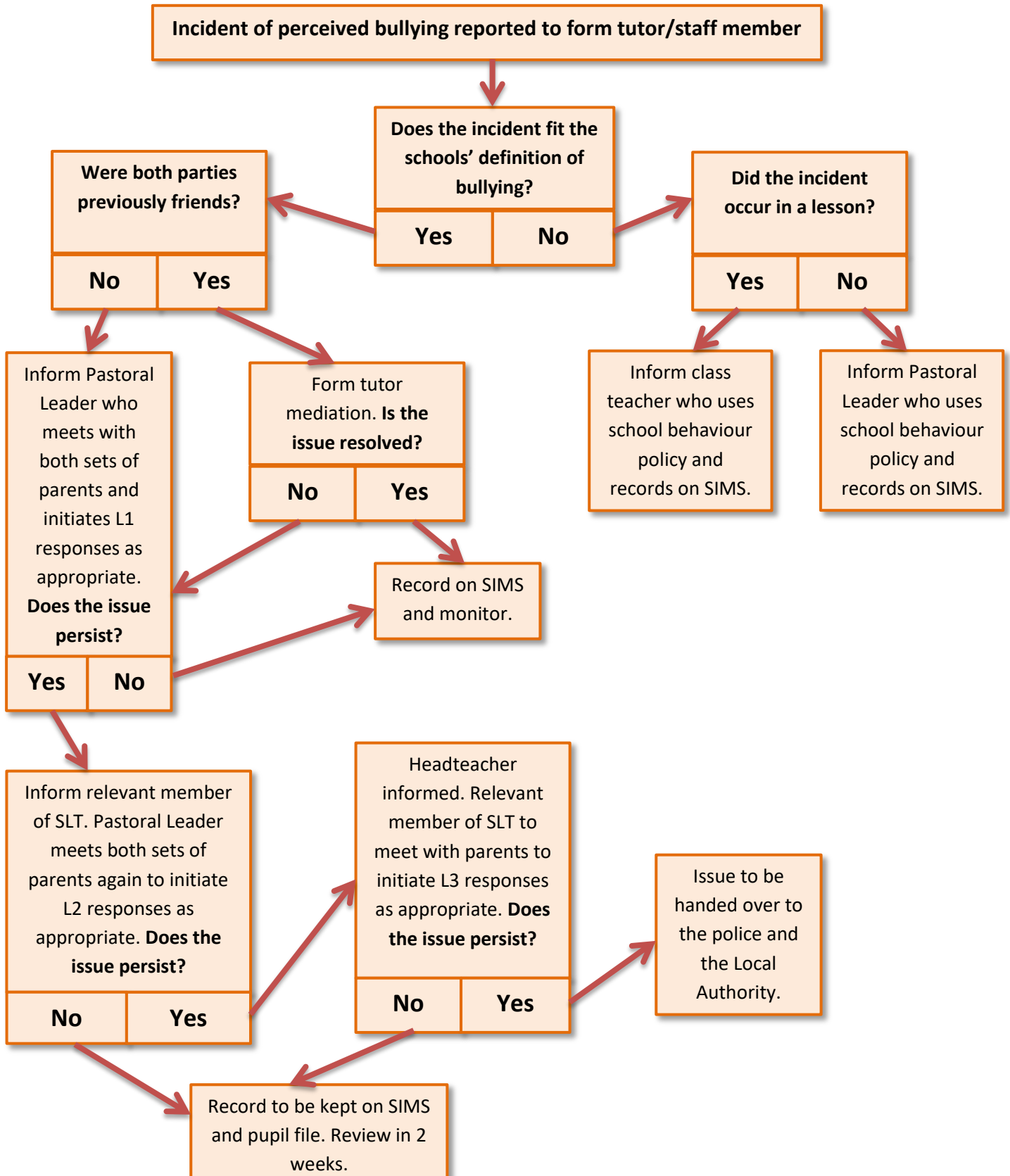
- A clear policy and set of procedures
- An elected anti-bullying support group
- Raising of awareness and anti-bullying education through assemblies and the PSE programme
- Strong communication between pupils, parents, staff and governors

At RCCS we believe that the victims of bullying should be supported and that the perpetrators of bullying must be educated to change their attitudes and behaviours and may also require sanctions to be put in place with the aim of preventing further issues.



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Any pupil who believes that they are being bullied, or who witnesses an incident that they believe to be bullying, should inform their form tutor or another trusted member of staff as soon as possible. If a parent believes that their child is being bullied they should contact the school and ask for the incident to be recorded and passed on to the child's form tutor.





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Level 1 Responses

| Support for Victim | Actions with Perpetrator |
|--|---|
| <p>Opportunity to provide written statement</p> <p>Time given to discuss the situation with form tutor/other trusted staff member</p> <p>Form tutor to monitor wellbeing and report to parents</p> <p>Peer support group meeting</p> <p>Mediation</p> <p>Toilet pass</p> | <p>Parental/PL meeting</p> <p>'No Blame' discussion of reasons for issues with PL</p> <p>D1/D2/D3</p> <p>Restorative meeting</p> <p>Class/Form move</p> |

Level 2 Responses

| Support for Victim | Actions with Perpetrator |
|--|--|
| <p>Peer support mentoring</p> <p>Series of pastoral support meetings</p> <p>Zoning of free time spaces</p> <p>Timeout pass</p> <p>Incident diary</p> | <p>SLT parent meeting</p> <p>Class/Form move</p> <p>Extended loss of breaks/lunchtimes</p> |



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Level 3 Responses

| Support for Victim | Actions with Perpetrator |
|---------------------------------|--|
| Area supervision at break/lunch | Direct supervision at break/lunch Police Liaison Officer LA informed |