








Ysgol Uwchradd
Prestatyn
High School

Anti-bullying policy

Bullying is deliberately hurtful behaviour, which is repeated, often over a period of time. This can be physical, or emotional. Bullying makes it difficult for the victims to defend themselves.

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Anti-Bullying policy



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Prestatyn High school defines bullying as follows:

Deliberately hurtful behaviour which is repeated, often over a period of time. This can be physical, or emotional. Bullying makes it difficult for the victims to defend themselves.

Isolated incidents of hurtful behaviour, fallings out between individuals or arguments should not be seen as bullying, and should be dealt with following the Ready to Learn policy.

Rationale

Prestatyn High School takes bullying very seriously and seeks to prevent bullying where at all possible. All schools are required by law to have a policy to prevent all forms of bullying among pupils. This policy is written with reference to the 'Respecting Others: Anti-Bullying Guidance' (2003), the Welsh Government's seven core aims for children and The Equality Act 2010.

Purpose and Principles

Every learner has the right to learn, free from fear of bullying, whatever form that bullying might take. Prestatyn High School believes all forms of bullying are unacceptable and this policy (along with the anti-bullying handbook) has the purpose of detailing how:

- a) bullying will be prevented;
- b) those who bully others will be dealt with; and
- c) the victims of bullying will be supported.

This policy has the aim that all pupils will feel protected and supported to tackle bullying in all its forms and that victims of bullying would be supported by our procedures in order to limit the impact of bullying on the victim.

It is important to develop a strong inclusive ethos where bullying and prejudice is not tolerated. Human Rights are guarantees that protect individuals and groups from actions that affect their freedom and human dignity.¹

At Prestatyn High School we expect that all of our pupils will treat each other fairly and with respect. It is unacceptable to discriminate against individuals or groups, particularly due to their race, gender (including transgender), sexuality, disability, religion or belief.

Organisation and delivery

Prevention

It is always preferable to prevent bullying than to deal with the consequences of bullying. At Prestatyn High School our prevention strategies include:

- PSE sessions on bullying, including visits from external agencies;
- assemblies on bullying;
- participation in anti-bullying week;
- active involvement in anti-bullying networks such as Prestatyn's ISPY;
- all pupils have access to pastoral staff including group tutors, Heads of Year and Assistant to the Head of Year; and
- regular reminders to report incidents before they become bullying.

¹ Respecting others: Anti bullying overview; September 2011

- KiVa programme
- New Social Responsibility curriculum being delivered to KS3 learners

We deal with those who perpetrate bullying by:

- Following the Ready to Learn policy;
- use of sanctions such as isolation and fixed term exclusion;
- restorative work with the victim if chosen;
- education on the impact of bullying;
- monitoring through the pastoral teams;
- anti-bullying contracts; and
- interventions with the Student Support Managers.

We support the victims of bullying by:

- Regular contact with the Assistant to the Head of Year following a bullying incident;
- monitoring of bullying situations by the pastoral team;
- restorative work with the perpetrator;
- school based counselling (where appropriate);
- providing safe places for pupils who experience bullying; and
- support of pupil groups such as Buddies and SPY (Sixth-Formers Protecting You)
*these are currently not running in previous years due to Covid-19 restrictions.

Reporting of bullying

We encourage all pupils to report bullying. Pupils are regularly reminded that they can report bullying to any member of staff, but in particular to members of the pastoral team. In all cases a member of staff should refer any reported bullying to the Assistant to the Head of Year in the first instance, who will be responsible for recording the incident as bullying if appropriate. Together with the Head of Year they will decide the appropriate course of action from the handbook.

Responsibilities

Assistants to the Heads of Year are responsible for the accurate recording of bullying on the system. Alongside Heads of Year, Deputy Heads of Year and the Student Support Managers they will be responsible for the effective handling of bullying within their year group.

A member of SLT will oversee the process and hold Heads of Year to account for their dealing with these incidents.

Monitoring and Evaluating

The member of SLT responsible will annually review procedures and best practices to ensure that PHS has a coherent and thorough response to bullying. This will be done through:

- Pupil voice; (including both the victims and perpetrators of bullying)
- review of PSE provision;
- learning from best practice in other schools;
- surveys; and
- staff feedback.