



**CHEPSTOW  
SCHOOL**  
INSPIRING LEARNING

# **CHEPSTOW SCHOOL**

# **ANTIBULLYING POLICY**

**Approved by:** Full Governing Body

**Last Reviewed on:** 11/01/2024

**Next Review Date:** 13/03/2025

# CHEPSTOW SCHOOL | YSGOL CAS-GWENT

## 1.0 Introduction

- 1.1 Bullying is a challenge that many young people face during the course of their lifetime and this can cause lasting and severe damage to a young person's mental health, self-esteem and wellbeing. Chepstow School is committed to ensure that all our learners feel safe and secure during the school day, allowing them to achieve their full potential. We will address the root cause of bullying by not only providing wellbeing support for the victim but also the perpetrator of the bullying. This will teach pupils the importance of building and maintaining respectful relationships with friends, family, staff and peers.

## 2.0 Our Approach

- 2.1 All pupils will have a trusted adult within school with which they can feel safe in disclosing any issue which is affecting their wellbeing.
- 2.2 Trusted adults may be Form Tutor, Head of Year, Subject Teacher, members of the Additional Learning Needs (ALN) or Senior Leadership Teams.
- 2.3 All parents will have a point of contact within the school with which they can discuss concerns related to their child. In the first instance, this point of contact will be the Form Tutor and the second instance, the Head of Year.
- 2.4 Positive healthy relationships will be taught as part of the Personal, Social and Health Education (PSHE) Provision and Relationships and Sexual Education (RSE) Provision.
- 2.5 The negative effects of bullying will be taught throughout the school year during assemblies and during the pastoral programme, delivered during form time.
- 2.6 Anti-bullying week will be celebrated with "Odd Socks Day".
- 2.7 All reported incidences of bullying will be dealt with holistically, as specified in section 4.0.
- 2.8 It is important to recognise that perpetrators of bullying, may also be victims themselves and often need wellbeing support.
- 2.9 The principles of "Restorative Justice" will be adopted which brings those harmed by bullying and those responsible for the harm into communication, enabling everyone affected by a particular incident to play a part in repairing the harm and finding a positive way forward.

## 3.0 The Benefits

- 3.1 Pupils will feel safe at Chepstow School.
- 3.2 Pupils will learn the importance of building and maintaining positive relationships.

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- 3.3 Pupils will learn how to resolve conflict in a positive and caring way.
- 3.4 Pupils will be able to develop relationships with a trusted adult in school that will allow them to feel supported throughout their journey through secondary school.
- 3.5 Pupil wellbeing is of paramount importance to all stakeholders at Chepstow School.

### **4.0 Our Process**

- 4.1 When a pupil reports bullying, they will be asked to produce a pupil statement (pink form) and/or produce screenshots of any correspondence between themselves and the perpetrator of the bullying.
- 4.2 The Head of Year or member of the Senior Leadership Team will determine the severity of the bullying by speaking to both the perpetrator and victim of the bullying and any by-standers that witnessed the incident.
- 4.3 Other pupils involved in the incident, including the perpetrator and by-standers may also be asked to produce a pupil statement (pink form).
- 4.4 The bullying will be classified by severity based on whether the incident caused any emotional or physical harm to the victim, or whether the incident was a hate crime.
- 4.5 If the incident is the first report and did not cause any physical harm, then the Head of Year or member of Senior Leadership Team may resolve the issue with a Restorative Justice Meeting, whereby the perpetrator and the victim discuss the incident and the harm caused in a supportive manner assisted by a member of staff. Both the victim and the perpetrator may be offered wellbeing support such as ELSA or counselling in order to help them move on from these events. Parents of both the victim and the perpetrator will be contacted by the school to explain what has happened.
- 4.6 On the second occasion, or if the bullying incident caused minor physical harm to the victim, then the Head of Year or Senior Leadership Team may determine to deal with the incident in line with the school's Behaviour Policy by applying a sanction, such as a detention or internal exclusion. In this case the parents of both the victim and perpetrator will be contacted by telephone and the parents of the perpetrator may be invited in for a meeting with the Head of Year. After the sanction has been applied the perpetrator and victim will be offered a Restorative Justice Meeting. Once again, both the perpetrator and the victim will be offered wellbeing support such as ELSA or counselling in order to help them move on from this event.

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- 4.7 On the third occasion, or if the bullying incident has caused serious physical harm to the victim or if the incident has been deemed a hate crime, then the perpetrator may receive a serious sanction in line with the school's Behaviour Policy, such as a fixed term exclusion or even permanent exclusion. In this case the parents of the perpetrator will be invited in to school for a meeting and the parents of the victim will be telephoned to explain what has happened. In the case of a Fixed Term Exclusion, both parties may be offered a Restorative Justice meeting and both parties will be offered wellbeing support, such as ELSA or counselling.
- 4.8 If a perpetrator fails to curtail this behaviour and it happens on subsequent occasions, in addition to further sanctions, they may be subject to a Risk Management Plan that may curtail certain freedoms in school, such as the ability to go to break and lunch unsupervised by staff. They may have to use certain toilet facilities and avoid certain areas of the school in order to prevent risk of physical and emotional harm to the victim.
- 4.9 Similarly, if a perpetrator fails to curtail this behaviour and further bullying occurs on subsequent occasions then they may be permanently excluded from Chepstow School. This will not be a decision that the school takes lightly due to its potential to cause emotional harm to the perpetrator and their family, however, we have a duty of care to all pupils to keep them safe throughout the school day and this is an over-riding principle.
- 4.10 The school may report any incidents of bullying or cyber-bullying to the Police and Children's Services.

### **5.0 Cyber-Bullying**

- 5.1 See section 6.0 for a definition of cyber-bullying.
- 5.2 Cyber-bullying is particularly harmful, because the victim may feel that there is no escape from the perpetrator and that they are not safe at home.
- 5.3 Usually behaviour incidents that take place outside of school are not dealt with by the school's behaviour policy, however, if an incident is deemed to be cyber-bullying then the school may treat the incident as if it happened during the school day.
- 5.4 In other words, a cyber-bullying incident will be dealt with in accordance with section 4.0 no matter what time of the day it takes place.

## 6.0 Key Terms

<b>Bullying</b>	The <b>persistent act</b> of intentionally or maliciously causing physical or emotional harm to another young person.
<b>Cyberbullying</b>	The act of intentionally or maliciously causing emotional harm to another young person or member of staff through the use of social media and communications technology.
<b>Hate Crime</b>	The act of causing physical or emotional harm to another young person due to their religion, race, disability, sexual orientation or transgender identity.
<b>Perpetrator</b>	The pupil that causes physical or emotional harm to another pupil.
<b>Victim</b>	The pupil that suffers physical or emotional harm due to the actions of another pupil.
<b>By-stander</b>	Someone who is present during a bullying incident, but does not take part.
<b>ELSA</b>	Emotional Learning Support – this is a talking therapy delivered by specially trained school staff that encourages emotional self-development.
<b>Restorative Justice</b>	A meeting or communication between the perpetrator and the victim that discusses and repairs the harm caused by a bullying incident.
<b>Young Person</b>	Anyone under the age of 18. This includes any pupils in Year 14.
<b>Pupil</b>	Any young person that attends Chepstow School.
<b>Parent</b>	This may include guardian's and carers of a young person.
<b>Wellbeing</b>	Wellbeing is not just the absence of disease or illness. It's a complex combination of a person's physical, mental, emotional and social health factors. Wellbeing is strongly linked to happiness and life satisfaction. In short, wellbeing could be described as how you feel about yourself and your life.