

# **Glamorgan School**

## **Bullying Prevention and Response Policy**

### **Rationale**

Glamorgan School and its community seek to develop high standards of behaviour in order to fulfil our charter expectations and the requirements of NAG 5 of developing a safe, physical, emotional, caring and inclusive environment so that effective teaching and learning can take place. This Policy should be read in conjunction with the Concerns/Complaints by Parents and Caregivers Policy, Cyber Safety Policy, Child Protection Policy and Behaviour Management Policy.

### **Policy**

All bullying behaviour, including verbal, physical, emotional and cyber bullying is completely unacceptable in our School. All instances of bullying (alleged or observed) will be taken seriously and followed up in line with this policy. The School is committed to ensuring that all staff and students are able to work and learn in an environment free from harassment.

Students breaching this policy while under the jurisdiction of the School will be dealt with in accordance with the school's discipline procedures and may be liable to stand-down, suspension, exclusion and/or expulsion in accordance with the Education Act and the Education (Stand-Down, Suspension, Exclusion and Expulsion) Rules 1999.

### **Definition**

Bullying covers a range of behaviour which is unwelcome, unsolicited and non-reciprocal.

Non-sexual harassment may take many forms including:

- intimidation or bullying of individuals or groups verbally and/or physically, including threats of harassment or discrimination against others on the basis of their race, colour, culture, religion, gender or sexual orientation.
- indirect harassment such as spreading rumours, harmful gossip, exclusion or deliberate rudeness that is intended to harm, ridicule, diminish or marginalise others.
- inappropriate use of technologies such as emails, mobile phones, social media, images of others (without explicit consent) or creation of pages or websites that encourage or facilitate any form of harassment.

Bullying is **not**:

- conflict between equals where both may be seeking to hurt each other by what they say or do.
- usually a single incident.
- good natured teasing in which the students involved do not perceive it as harmful.

### **Education, Publicity and Prevention**

A whole-school approach is required to ensure a safe school environment and all members of the school have a responsibility to recognise bullying and to take action when they are aware it is happening. Observers of harassment will be encouraged to report incidents. The school will share this policy and ways to prevent and deal with bullying behaviours with

**Students**, through:

- Health programmes such as Kia Kaha and Keeping Ourselves Safe.
- clear and explicit standards set by teachers in their individual classrooms and around the school in line with the school's Behaviour Management Plan.
- awareness of digital citizenship and Cyber Safety Use Agreement and Privacy Agreement Form that they are required to sign prior to use.
- encouragement to report harassment/bullying that occurs inside or outside the school (when it impacts on safety and learning in the school). They will be given clear options as to who they can approach.

**Staff, through:**

- Steps to Success and the Behaviour Management Plan.
- professional development including dealing with students with special needs.
- monitoring the adherence to the Cyber Safety Use Agreement and Privacy Agreement Form.

**Parents/Caregivers/ Board of Trustees, through:**

- school communication e.g., Newsletter, Website, Steps to Success and Behaviour Plan procedures.
- Home/School Partnership.
- Board of Trustees meetings, professional development and training.
- ERO Audit check on Health and Safety.
- results of student and parent/caregivers surveys.

**Outside School**

Students breaching this policy while not under the jurisdiction of the school but whose action impacts on safety and learning within the school may also be dealt with according to this policy. This relates in particular but not exclusively, to cyberbullying in the digital environment, rather than in a physical location.

**Reporting bullying**

Any concerns should be directed to a member of the teaching staff, a senior staff member or the Principal. The school and Board of Trustees will follow the guidelines in the Concerns/Complaints by Parents and Caregivers Policy.

This Policy will be reviewed by the Board of Trustees on its regular cycle and will be available on the school's website for parents and the community to access.

Signed   
Board Chairperson

Date: 27<sup>th</sup> February 2019

Review date: February 2022