



Belong... Believe... Achieve...

# Islwyn High School

## Anti-Bullying Policy

Reviewed by: Mrs N Bowden Deputy Head Teacher

Ratified by Governors: 16<sup>th</sup> January 2025

Date to be reviewed: 15<sup>th</sup> January 2026

**Signed:** **Mr J Hicks**  
Headteacher

**Mr G Bryce**  
Chair of Governors

# Islwyn High School Anti-Bullying Policy

## Introduction

We believe that every young person has the right to be safe. It is everyone's responsibility to watch for early signs of distress, deterioration of learning and wellbeing, isolation and erratic behaviour. This behaviour may be an indication of other problems, but it may be an early sign of bullying. We encourage an open culture in Islwyn High School where everyone within the organisation has responsibility for reporting and recording incidents of bullying. Every reported incident will be taken seriously and appropriate action taken with those involved. Islwyn High School is committed to creating a safe, respectful, and inclusive environment for all pupils. Bullying in any form—whether physical, verbal, emotional, or online—will not be tolerated. This policy outlines our approach to preventing and addressing bullying, including the roles of peer mediators and the "Report It" app.

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## Statement of Intent

Islwyn High School believes that:

- Bullying is undesirable and unacceptable.
- Bullying is a problem to which solutions can be found.
- Seeking help and openness are regarded as signs of strength not weakness.
- All members of our community will be listened to and taken seriously.
- Everyone has the right to enjoy and achieve in an atmosphere that is free from fear.
- All of us have a responsibility to ensure that we do not abuse or bully others.
- Pupils should talk to an adult if they are worried about bullying and have a right to expect that their concerns will be listened to and treated seriously.
- Pupils should be involved in decision making about matters that concern them.
- We all have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse

We believe in tackling bullying by encouraging an environment where individuality is celebrated and individuals can develop without fear.

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## Aims of the Policy

- To enable everyone to feel safe while at Islwyn High School and to foster a culture of kindness, respect and inclusion.

- To encourage pupils to report incidents of bullying.
  - To deal with each incident of bullying as effectively as possible, taking into consideration the needs of all parties and of our community, and, as a result, to reduce the incidents of bullying.
  - To support and protect victims of bullying and ensure they are listened to.
  - To help and support children/young people displaying bullying behaviour to change their attitudes and understand why it needs to change.
  - To liaise with parents and other appropriate members of the school community.
  - To ensure all members of our community feel responsible for helping to reduce bullying
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## Definition of Bullying

Bullying is **repeated** behaviour that is intended to hurt, harm, or intimidate another person. It can take many forms, including:

- **Physical bullying:** Hitting, kicking, or damaging belongings.
  - **Verbal bullying:** Name-calling, teasing, or spreading rumors.
  - **Emotional bullying:** Excluding others or causing humiliation.
  - **Cyberbullying:** Using digital platforms to harass, intimidate, or harm others.
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## Preventative Measures

Everyone involved in the life of Islwyn High School must take responsibility for promoting a common anti-bullying approach.:

- be supportive of each other
- provide positive role models
- convey a clear understanding that we disapprove of unacceptable behaviour
- be clear that we all follow the expectations of Islwyn High School
- be fully involved in the development of the anti-bullying policy and support anti-bullying practice
- Support each other in the implementation of this policy

All members of the school/setting community are expected to report incidents of bullying

### 1. **School-Wide Education:**

Regular assemblies and workshops focused on empathy, respect, and the impact of bullying.

Inclusion of anti-bullying themes in Personal, Social, Education (PSE).

## 2. Peer Mediation Program:

Trained peer mediators provide a safe and supportive space for pupils to resolve minor conflicts before they escalate. This is being trialed in years 7 and 8 only currently.

Mediators work under the supervision of a designated staff members and maintain confidentiality unless safety is at risk.

## 3. Promotion of the "Report It" App:

The 'Report It' app allows pupils to report bullying anonymously and securely.

Pupils are encouraged to use the app if they feel uncomfortable reporting incidents in person.

Through the development and implementation of this policy, Islwyn High School trusts that all pupils, parents/carers and staff will:

- Feel confident that everything is being done to make Islwyn High School a safe and secure environment
- Feel supported in reporting incidents of bullying
- Be reassured that action regarding bullying will take place

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## Responding to Bullying

### 1. Reporting Bullying:

Pupils can report bullying via the "Report It" app, directly to a teacher, or through peer mediators.

Parents and carers can inform the school of any concerns they have about bullying.

Reports will be treated seriously and confidentially.

### 2. Investigation Process:

All reports of bullying will be investigated in a timely manner by designated staff.

Pupils involved will be given an opportunity to share their perspective. There will be a discussion around which expectations have been broken and how to make amends.

### 3. **Support for Victims:**

Victims of bullying may be offered counselling and support from pastoral staff.

Peer mediators may assist in rebuilding trust and fostering positive relationships.

*Measures will be in line with Islwyn High School behaviour policy, and may include:*

- Explanation why the inappropriate behaviour is unacceptable
- Reparation of damaged relationships
- Time away from an activity
- Meeting with staff, parent and child
- Formal letter home from the senior staff expressing concerns

Safeguarding procedures will be followed when child protection concerns arise.

### 4. **Consequences for Bullying:**

Consequences for bullying will depend on the severity of the incident and may include restorative conversations, detentions, time out of class, withdrawal from school activities and trips, conversation with our community Police Officer or even exclusion.

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## **Recording**

Under Equality Act 2010 requirements data from the monitoring and recording of incidents (including 'nil' returns) will be reported termly to Local Authority. All reported incidents of bullying will be recorded in a Bullying Log.

Information kept in the log includes:

1. Names of those involved, including the victim and alleged bully
2. Dates of incidents
3. Details of incidents
4. Action taken
5. Outcome.
6. Reported to Local Authority and others.

## **Roles and Responsibilities**

- **Pupils:**

Treat others with respect and report bullying when witnessed.

Engage in peer mediation or the "Report It" app if needed.

- **Staff:**

Foster a positive school environment and intervene in bullying incidents.

Support peer mediators and encourage the use of the "Report It" app.

- **Parents/Carers:**

Encourage respectful behavior at home and report concerns to the school.

Support the school's anti-bullying initiatives.

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## **Monitoring and Review**

- The effectiveness of the anti-bullying policy will be reviewed every three years
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## **Useful contacts**

Advisory Centre for Education, IC Aberdeen Studios, 22 Highbury Grove. London N5 2DQ

Tel: 0207 704 9822 Tel: helpline: 0207 354 8321 (Mon-Fri 2-5 pm)

Advice line for parents on all matters concerning schools.

Anti-bullying Campaign, 185 Tower Bridge, London SE1 2UF

Tel: 0207 378 1446 (9.30am-5.00pm)

Children's Legal Centre, tel: 01206 873 920 (Mon-Fri 10am- 12.30pm and 2.00pm-4.30pm)

Publications and free advice on legal issues.

Counter-Bullying Unit, University of Wales Institute, Cardiff, Tel 02920416781

Kidscape, 2 Grosvenor Gardens, London SW1W 0DH Tel: 020 7730 3300 Fax: 02077307081

Bullying counsellor available Monday to Friday

Parentline Plus, 520 Highgate Studios, 53-59 Highgate Road, Kentish Town London NW5 1TL Tel: 08088002222.

ChildLine, Telephone number: 080011111. It is a confidential helpline and the phone call is free.

NSPCC Welsh Helpline: 0808 800 50000

This is also a confidential free help line. It operates from 9.00am until 5.00 pm.