



Preventing Bullying Policy

Review Date: May 2025

Next review date: May 2026

Introduction

This policy has been written in line with Welsh Government - Rights, Respect, Equality: Statutory guidance for governing bodies of maintained schools (2019).

Gwenllian Education Centre educates a small number of pupils with Autistic Spectrum Disorders and Associated Disorders.

It is recognised that the pupils at the Gwenllian Education Centre will have significant impairments typical of pupils with Autism, which may influence the likelihood of events of bullying occurring and the procedures implemented to deal with bullying behaviour. The school, however, still needs to prepare for the event of bullying. Every pupil at the Gwenllian Education Centre should be able to learn in an environment free from bullying and where they feel safe and supported. This document has been created to ensure this happens.

Aim

We aim to provide an environment where our pupils can learn effectively, free from the fear of bullying. Everyone at the Gwenllian Education Centre needs to work together to ensure we take an active approach to prevent bullying behaviour and respond appropriately to any incidents that may occur.

The Nature of Bullying

Bullying is considered to be a deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

Bullying can take place between pupils, between pupils and staff, or between staff; by individuals or groups; face-to-face, indirectly – through other people, by communication methods such as the written word or pictures or by using a range of cyberbullying methods.

The three main types of bullying are:

- Physical - such as hitting, kicking and taking belongings
- Verbal - such as name calling, insulting and making offensive remarks
- Indirect - including spreading nasty stories, excluding people from social groups, being made the subject of malicious rumours, sending malicious e mails or text messages.

It is important to recognise that bullying is not an isolated incident, but a series of repeated attacks.

Specific forms of bullying

Bullying takes place for a number of reasons. These include:

- Bullying around race, religion and culture: This identifies the importance of teaching about controversial issues such as cultural and religious diversity, ethnicity, prejudice, race and racism.

As a staff we have to monitor and record any incidents of bullying around race, religion and culture, towards our staff and pupils, and by staff and pupils. We have to consider the similarities and differences between racist behaviour and other forms of unacceptable behaviour. Understanding gender and identity, healthy friendships and relationships and consent and respect.

- Bullying around special educational needs and disabilities: this is the form of bullying our pupils are most likely to experience, particularly when transitioning between routine activities in the community or repeatedly moving between regular environments. We also have a responsibility towards educating our pupils about disabilities.

Some pupil at Gwenllian Education Centre is taught about bullying as part of the Relationship and Sexuality Curriculum, in a manner that is appropriate to their individual ability and level of understanding. Please refer to curriculum area ages 7 years and up; Understanding Gender and Identity, Healthy Friendships and Relationships, and Consent and Respect.

Homophobia

Some pupils at Gwenllian Education Centre are taught about homophobia as part of the Relationship and Sexuality Curriculum, in a manner that is appropriate to their individual ability and level of understanding. Please refer to curriculum area ages 3 years and up; Body awareness and Body Autonomy, Emotions and Feelings, Boundaries and Consent, Sexuality and Sexual Orientation, and Family and Relationship Diversity.

Sexist, Sexual and Transphobic Bullying

Some pupils at Gwenllian Education Centre are taught about Sexist, Sexual and Transphobic Bullying as part of the Relationship and Sexuality Curriculum, in a manner that is appropriate to their individual ability and level of understanding. Please refer to curriculum area ages 7 years and up; Understanding Gender and Identity, Healthy Friendships and Relationships, Consent and Respect, Sexuality and Sexual Orientation, Healthy Relationships and Consent, Sexual Exploitation and Online Safety and Empowerment, Self-Respect, Sexual Violence and Consent Education.

Cyberbullying

We need to consider how cyberbullying is different to other forms of bullying in that, for example, the audience for the bullying can be very large and reached rapidly. This includes the need to understand its ever-changing nature as technology and culture develops.

To safeguard our pupils and staff, we ensure that it is easy to report cyberbullying and will promote the positive use of technology while evaluating the impact of prevention activities, alongside educating pupils by using the Relationship and Sexuality Education curriculum around Empowerment and Self-Respect, Sexual Violence and Consent Education, Sexual Exploitation and Online Safety.

Reporting

Reporting of bullying is recorded in 2 ways: an incident form for the person who has bullied and a reporting bullying form the person who has been bullied. These forms can be found on Teams.

Objectives

This policy will ensure that:

- all teaching and non-teaching staff, parents and pupils, when possible, should have an understanding of what bullying is.
- all teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- all parents and pupils, when possible, should know what the school policy is on bullying, and what they should do if the event arises.
- as a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- bullying will not be tolerated.

Training for staff

Training on anti-bullying is provided to all staff through INSET days and team meetings. In addition, all staff are required to sign that they have read the policy.

Awareness raising for pupils

Pupils will be taught the importance of treating others kindly and with respect. Where appropriate, they will be taught what to do if they feel that have been bullied or if they have observed another pupil being bullied. They will be taught who to go to if they have a concern. As part of the Relationship and Sexuality Education Curriculum pupils will be taught all areas related to bullying as mentioned above.

Procedures

Pupils with Autism often lack social and communication skills which can sometimes lead to “Behaviours that challenge”. Gwenllian Education Centre aims to ensure that all pupils learn in a supportive, caring and safe environment, without fear of being bullied. However, the overall position of the school is that bullying will not be tolerated.

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- The bullying will be discussed with the children involved using their individual level and method of communication i.e. PECs, signing or social stories.
- Children will be listened to sympathetically and impartially. The member of staff will not make any premature judgments.
- Those concerned will be encouraged to resolve the situation amicably.
- All parties will be led to consider other people’s perceptions and feelings and explore the factors which contributed to the situation.
- All parties will consider alternative strategies, and how they might change their behaviour.
- A clear account of the incident will be recorded and given to the Head Teacher.
- The Head Teacher will interview all concerned and will record the incident.
- Parents for both pupils will be kept informed.
- Appropriate procedures will be implemented and a way forward outlined and in consultation with all parties concerned.

Pupils who have been bullied will be supported by:

- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence

Pupils who are engaging in bullying behaviour will be helped by:

- establishing the function of the behaviour in order to put in place appropriate interventions on the pupil Individual Skills and Behaviour Plan, in order to teach new ways to express themselves and gain what they need.
- informing parents or guardians to ensure the consistency of the Individual Skills and Behaviour Plan between home and school to promote generalisation of approach.

Gwenllian Education Centre does not use disciplinary steps but instead monitors behaviour to establish any emerging patterns, antecedents, consequences and ensures the correct consequence is

put in place dependent upon the function as determined by data collection and functional assessment.

Gwenllian Education Centre ensures there is always the opportunity to teach alternative more appropriate behaviours and skills to the child. As part of lessons, the school will help pupils understand what bullying is and how it affects people, in a way that fits the situation and their level of understanding in an attempt to eradicate such behaviour.

Monitoring, evaluation and review

The school will review this policy regularly and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.