



Red Rose School Cardiff Limited

Anti-bullying Policy

Policy Details
Date effective from: January 2023
reviewed October 2024
Next review date: October 2025
Person responsible for review: Michael ODonnell

This policy has been written in line with Welsh Government guidance [Challenging bullying. Rights, respect, equality: 6th November 2019. https://www.gov.wales/school-bullying](https://www.gov.wales/school-bullying)

Red Rose School Vision and Values

As a school our *vision* is to: transform lives, families and communities through the power of wonder, the simplicity of beauty, the security of trust and the strength of being kinder than is necessary.

Our *values* are to act:

- with **kindness**: Be kinder than is necessary. Because it is not enough to be kind. One should be kinder than needed.
- with **care**: You don't have to act as if you care; you just have to care enough to act.
- with **compassion**: There is a nobility in compassion, a beauty in empathy, a grace in forgiveness.

Bullying of any kind is unacceptable

At Red Rose School, we foster a calm and caring environment. We believe that everyone; staff, students, their families and visitors, have the right to be free from fear and intimidation in any form. We expect high standards of behaviour and consideration from everyone in our school. We aim to challenge and eliminate all forms of bullying, discrimination and anti-social behaviour, and demonstrate more positive modes of handling stress, upset or friendship issues.

The nature of bullying

We consider acts of bullying to be behaviours that are:

- deliberately hurtful
- repeated, often over a period of time
- difficult for victims to defend themselves against

Bullying can take many forms, but may include behaviours that are:

- **Physical** – kicking, tripping someone up or shoving them, injuring someone, damaging their belongings or gestures of intimidation
- **Verbal** – taunts and name-calling, insults, threats, humiliation or intimidation
- **Emotional** – behaviour intended to isolate, hurt or humiliate someone
- **Indirect** – sly or underhand actions carried out behind the target's back or rumour spreading
- **Online** – using any form of technological means, mobile phones, social networks, gaming, chat rooms, forums or apps to bully via text, messaging, images or video
- **Relational aggression** – bullying that tries to harm the target's relationships or social status: drawing their friends away, exploiting a person's additional learning needs (ALN) or long-term illness, targeting their family's social status, isolating or humiliating someone or deliberately getting someone into trouble
- **Sexual** – unwanted touching, threats, suggestions, comments and jokes or innuendo. This can also include sextortion, so called 'revenge porn' and any misuse of intimate, explicit images of the learner targeted.
- **Prejudice-related** – bullying of a learner or a group of learners because of prejudice. This could be linked to stereotypes or presumptions about identity. Prejudice-related bullying includes the protected characteristics (including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation), Prejudice

can and does also extend beyond the protected characteristics and can lead to bullying for a variety of other reasons such as social status and background.

Evidence has shown that students with Additional Learning Needs, long term health and/or disabilities or someone in their family with such difficulties can be at greater risk of being bullied. Depending on their disability some students may find it particularly difficult to tell anyone about it, especially if they have a language or communication difficulty.

We want all of our students to feel informed, supported and secure enough to tell us if they feel they are a victim of bullying or have witnessed bullying behaviours.

Identification and Prevention of Bullying

All students must know that they can confide in a member of staff if they feel they are being bullied. Staff also need to be vigilant to potential bullying situations, noticing if there is any change in demeanour with an individual student that might suggest bullying is taking place. Fortunately as a small school with high staff: student ratio, we are able to supervise our students closely both during lessons and social time to aid this.

The school will use a variety of mechanisms to prevent bullying. These include fostering a calm and caring environment, delivery of appropriate messages through the curriculum in lessons such as PSHE, and careful discussion and reviewing of unkind incidents that occur during the day. Debriefing after such incidents can be an excellent vehicle for developing empathy and conflict resolution between students.

All new staff on induction will be asked to read this policy. Existing staff will be reminded of this policy regularly.

School staff will endeavour to:

- Identify cases or patterns of bullying
- Prevent bullying happening
- Support individuals who are hurt
- Work toward the healing of relationships where fracture has occurred
- Work with all students involved in bullying, both as perpetrator or recipient
- Teach and demonstrate forms of behaviour which are mutually respectful

Parental / carer support

Parental / carer support is key to the success of our students and of this policy.

Parents and carers are encouraged to bring their concerns to school where they will be taken seriously. Allowance will be made for the fact that parents or carers may be distressed, upset or angry but it will not be acceptable for any adult to threaten or intimidate staff because of their feelings. As with all difficult issues, we must work together through discussion and agreement to put measures in place to address student behaviour and the consequences of any behaviour deemed to be unacceptable.

In the normal course of events parents and carers can expect to be contacted following an allegation of bullying, and to be advised of the outcome. All information and parental / carer discussions will be clearly recorded using our online system Behaviourwatch.

Parents and carers who are unhappy with the way in which the school has investigated an alleged incident have a right to complain to the Head teacher in line with the school's Complaints Policy.

Review and monitoring of this policy's effectiveness

This policy will be reviewed at least annually. The effectiveness of this policy will be evident in the schools' levels of identified incidences of bullying.