POWYS PUPIL REFERRAL SERVICE

Anti-bullying Policy

Pathway Education Centre
(PRU North)
The Old College
Off Station Road
Newtown
Powys
SY16 1BE

New Start Centre
(PRU South)
Silver Street,
Brecon,
Powys
LD3 8BL

Date of Policy	
Review Date	
Agreed by Management Committee	November 2024
Agreed by Management Committee	November 2025

Objectives of this Policy

- All members of the Management Committee, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All members of the Management Committee, teaching and non-teaching staff should know what the Powys Pupil Referral Service policy is on bullying and follow it when bullying is reported.
- All pupils and parents should know what the Pupil Referral Service policy is on bullying, and what they should do if bullying arises.
- As a Pupil Referral Service, we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated towards any member of the Pupil Referral Service community be they a child or adult.

Pupil Referral Service Definition of Bullying.

Bullying is when you as an individual or as part of a group intentionally make someone upset or hurt their feelings through unwanted and persistent physical or verbal abuse in person or online, or just disrupt their lives on more than one occasion. Different ways vary from verbal, social, physical, emotional/psychological racist, homophobic, sexual, cyber bullying.

The Pupil Referral Service has an acceptable language statement to guide pupils on language used towards each other.

It can include

- Bullying related to race, religion or culture
- Bullying related to special educational needs
- Bullying related to appearance or health
- Bullying related to sexual orientation
- Bullying of young carers or looked after children, or related to home problems
- Sexist or sexual bullying
- Cyber bullying

The Pupil Referral Service works hard to ensure that all pupils know the difference between bullying and simply "falling out". Friendship fallouts occur at times and occasionally there will be conflict between pupils. Bullying occurs where there is an imbalance of power.

Statement of Intent

At Powys Pupil Referral Service, we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Only then will all members of the Powys Pupil Referral Service community be able to achieve their maximum potential.

Bullying of any kind is unacceptable within the Pupil Referral Service and at any Pupil Referral Unit (PRU). Powys Pupil Referral Service will not tolerate bullying between any members of its community be they staff, pupils or the wider community. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING PUPIL REFERRAL SERVICE. This means that anyone who knows that bullying is happening is expected

to tell the staff. Bystanders have a responsibility to tell an adult in the PRU or a peer supporter if they are concerned that bullying is occurring.

Where bullying exists the targets must feel confident to activate the anti-bullying systems within the Pupil Referral Service to end the bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an antibullying ethos in the PRUs.

Who can you tell?

Any teacher, any Teaching Assistant or member of the Powys Pupil Referral Service support staff, parents, peers.

Adults in our PRU should talk to their line manager or the Assistant Headteacher if they feel they are the target of bullying or harassment.

Who has responsibility?

- Everyone
- Management Committee Chairperson will review Bully Log Termly
- Deputy Headteacher will review bully log, policy and actions as set out below
- All adults working in or with the Powys Pupil Referral Service will deal effectively with any bullying incidents they are aware of
- Pupils will tell an adult if they see or hear any bullying actions towards any member of Powys Pupil Referral Service community
- Parents will support the pupils by ensuring that the pupils communicate any concerns that they have as soon as possible

Actions to Tackle Bullying

Anti- Bullying Charter — all pupils at Powys Pupil Referral Service will sign the Anti-Buliying Charter and will be expected to act in accordance with the Charter. As a Powys Pupil Referral Service community, we are powerful if we act together. We recognise that awareness needs to be regularly raised and use national campaign weeks, group meeting and reflection time, and PSHE lessons to seize every opportunity to remind pupils of their responsibilities as part of our community.

Prevention is better than cure so at Powys Pupil Referral Service we will be vigilant for signs of bullying and always take reports of incidents seriously. Adults are always available around the PRU at social times to prevent any incidents of bullying. We use the PSHE curriculum, group meetings and reflection time and other opportunities to reinforce the ethos of the Powys Pupil Referral Service and help pupils to develop strategies to combat bullying type behaviour. Powys Pupil Referral Service seeks best practice from other agencies to support its work on promoting equality and celebrating diversity.

This policy works in partnership with the PRUs other policies on mobile phones and acceptable ICT usage. In addition, this policy interacts with our policy on Equality and we regularly monitor whether any group is disproportionately victimised and act accordingly.
Pupils are asked to keep informing staff of any incidents to ensure that staff are acting from a position of knowledge. Any reported incidents are recorded on a "Bullying Incident Form" and will be followed up after it has initially been resolved to ensure that the situation has been permanently resolved.

This policy is displayed in the PRU and is available to all pupils . Staff are provided with advice and support in how to recognise and deal with bullying at Powys Pupil Referral Service.

Procedures and Outcomes

Please refer to the flow chart and appendices of this policy.

All members of Powys Pupil Referral Service are encouraged to challenge all forms of bullying including prejudice-based bullying if they come across it. Training and strategies are shared to empower all to do this confidently.

Everyone has a responsibility to report bullying incidents to staff. The bullying behaviour will be investigated and the bullying stopped quickly. If appropriate a problem solving or restorative approach may help. If possible, the pupils will be reconciled. All attempts will be made to help the bully (bullies) change their behaviour. The bully (bullies) may be asked to genuinely apologise. Bullying behaviour will not be tolerated and may result in serious consequences if not improved. Other consequences such as lunchtime or internal exclusions may take place. In serious cases, fixed term exclusion will be considered. After the incident/incidents have been investigated and dealt with, each case will be followed up to ensure repeated bullying does not take place.

Pupils who are the target of bullying and want to access support to build resilience and strategies to manage situations can be offered support to build resilience.

Racist bullying must be reported to the Headteacher to be recorded in the Racial Incident Book. Recent advice suggests that a restorative approach and education is more appropriate than traditional sanctions when bullying is racially motivated.

If pupils are concerned about reporting bullying due to it being homophobic they can go directly to the Headteachers who are experienced in supporting pupils with this issue and achieving resolution.

Bullying online should be reported and where possible a screen shot or print out should be taken if it is thought the bullying is by another pupil. Pupils should take every possible measure to ensure they are using sites within the providers terms and conditions, for example age restrictions, they should also ensure privacy settings are set at their highest and regularly reviewed. For further advice visit www.thinkuknow.co.uk

As far as possible parents will be kept informed of the situation, this will be either by letter or telephone call. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.

Monitoring and Reviewing

The logging of incidents is monitored regularly for all incidents. The termly monitoring is reviewed by the Management Committee. Incidents are followed up and monitored after the incident.

The policy and procedures are reviewed every 2 years.

Following the regular review of the bully log, if any patterns are identified which require specific learning within the PRU community then targeted work is done. For example around inappropriate language this may be built in to a PSCH lesson or assembly

Parental Involvement

The parents of bullies and their targets will be informed of an incident and the action that has taken place. Parents are reminded that they or their children must tell the Powys Pupil Referral Service if there is an issue with bullying. Keeping information from the Powys Pupil Referral Service will never help a problem to be solved and may prolong the period a target has to suffer. Parents can inform the Powys Pupil Referral Service via any member of staff in the first instance, if they fee! the situation has not been resolved they should contact the Head Teacher. This contact can be via email, telephone, or appointment.

We urge parents to keep an open mind and work with the Powys Pupil Referral Service to achieve a positive solution. Despite the upset that bullying causes, we believe that retribution not only solves nothing but is, in fact, counterproductive. We ask parents to encourage their child to understand that Bystanders can be powerful in contributing to bullying or preventing it.

At Powys Pupil Referral Service, we believe it is essential to constantly review this policy to ensure that we are in a position to strengthen our approach to this issue.

This policy is seen as an integral part of our Safeguarding and Child Protection Policy

Appendix

- Anti-Bullying Charter
- Letters to Parents (Target and Aggressor)
  - Consequences Flow Chart (including bullying sheet and follow up form)

Powys PUPIL REFERRAL SERVICE Anti-Bullyinq Charter

Bullying is when you as an individual or as part of a group intentionally make someone upset or hurt their feelings through unwanted and persistent physical or verbal abuse in person or online, or just disrupt their lives on more than one occasion. Different ways vary from verbal, social, physical, emotional/psychological, racist, homophobic, sexual, cyber bullying

As a PUPIL REFERRAL SERVICE we will:

- Take bullying seriously when it is reported
- Support the victims of bullying and help them to feel safe within the PUPIL REFERRAL SERVICE
- Take action against the bully/s and support them in changing their behaviour
- Work with parents/carers of any student who is involved in bullying to support and encourage the student/s in finding solutions
- Sanction pupils who bully and do not try to change their behaviour.

As a pupil I will:

- As part of Powys PUPIL REFERRAL SERVICE community I have a responsibility to help combat bullying by supporting other pupils • I will not gang up on other students
- I will not join in when students are making fun of another student, even if I feel I cannot stop it
- I will not turn a blind eye to victimisation or bullying, I will tell someone • I will follow the acceptable language guidance
- If I see someone being bullied I will:
- Find an adult who I can speak to and report it
- If I am being bullied:
- I will report it to a member of staff who will listen and support me o I know action will be taken against the person who is bullying me
- If I display bullying behaviour:
- I accept that my behaviour will have to change with immediate effect o I will be listened to and helped as to why I am behaving in this way o I will accept support and encouragement to change my behaviour o I accept if I continuously bully people I will be sanctioned

Signed by Pupil..... Date.....

Signed on behalf of the Powys Pupil Referral Service by.....

Date.....

Anwen Orrells
Pennaeth Gwella Ysgolion a Dysgu
Head of School Improvement and Learning

Atebwch os gwelwch yn dda /Please reply to:

Gwasanaeth Ysgolion / Schools Service

Cyngor Sir Powys / Powys County Council

Neuadd y Sir / County Hall

Os yn galw gofynnwch am / If calling please ask for

Ffôn / Tel:

Ffacs / Fax:

Ffôn symudol / Mobile:

E-bost / Email:

Eich cyf / Your ref:

Ein cyf / Our ref:

Dyddiad / Date:

Annwyl/Dear Parent,

I am writing to you as your child has reported an incident of bullying to us and I wanted to reassure you that we take bullying seriously at PRU.

We want young people at PRU to feel confident that as far as possible, they will be protected from bullies.

At the Pupil Referral Unit we strive towards an environment where young people can be supported in addressing their education, emotional, spiritual and social needs and achieve their full potential. All forms of bullying interfere with this; therefore such behaviour will not be ignored and your support with this matter is appreciated.

For further information, please refer to the school's 'Anti-Bullying' policy

If you would like the opportunity to discuss this matter further, please feel free to contact the Headteacher of the PRU

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Yours sincerely