Ysgol Bryn Elian's KiVa Contract

Bullying is defined as repetitive harassment of learners including intimidation, ridicule, extortion, or any other verbal, written, or physical conduct that causes or *threatens to cause* bodily harm or emotional suffering. Cyberbullying includes transmission of communication, posting harassing messages, direct threats, social cruelty, or other harmful texts, sounds, or images on the Internet or using any other technology.

Here at Ysgol Bryn Elian, we desire to prevent bullying by establishing a positive, collaborative school climate, and clear rules for student conduct. Too often learners are put in a position where they believe acting and saying something might be more harmful than keeping quiet. In fact, every student has the responsibility to help stop any type of bullying by 1) stopping rumours whenever possible, 2) telling an adult/teacher when you see someone being bullied, or 3) telling an adult or teacher when you hear of plans to bully someone. We all have a responsibility to uphold the rights of the learners here at the school.

All learners at Ysgol Bryn Elian have a right to the following:

- A safe, secure, and peaceful school environment where you are free from bullying, threats, and harassment, either physical or emotional.
- To submit a verbal or written complaint of conduct you feel might be considered bullying to a Teacher or Kiva Team Member.
- To make the above complaints anonymous and without fear that your name will be divulged (it will be kept in confidence).

The discipline procedure for bullying is as follows:

Initial Intervention: Phone call home to discuss the incident, restorative conversation

Stage 1: Meeting with Learning Manager/KiVa Team Member, KiVa contract signed, stage 1 sanctions and Anti-bullying workshop from Pastoral team.

Stage 2: Meeting with Learning Manager and Assistant Headteacher, stage 2 sanctions and Anti-bullying workshop from School police officer.

Stage 3: Meeting with Senior Leadership team, stage 3 sanctions, timetable may be adapted and in school provisions may be put into place

Stage 4: Your time at Ysgol Bryn Elian in extreme doubt, further meeting with parents/guardians and Headteacher to discuss steps moving forward including stage 4 sanctions

Please note that all learners in a group are equally at fault for bullying. If you have friends who are bullying a student, you must immediately remove yourself from the situation and report it.

By signing this, you are acknowledging that you understand 1) what bullying and cyberbullying is; 2) your rights regarding bullying; and, 3) the possible consequences associated with bullying others.

Student Name	Date	Teacher
Parent Signature	Date	