



# Ysgol Eirias KiVa Contract



Bullying is intentionally and repeatedly causing distress or harm to the same individual which may include: intimidation, ridicule, extortion, verbal or physical threats or actions, use of technology (Cyberbullying). In addition, it is difficult for the bullied children to defend themselves. This refers to the power imbalance between the parties.

KiVa at Ysgol Eirias strives to prevent bullying by establishing a safe, positive and empathetic school culture. In addition, we have a clear and robust process to effectively deal with any incidents of bullying within school. Please read the following information carefully which provides details of learners rights and the discipline procedure regarding bullying.

**All learners at Ysgol Eirias have a right to the following:**

- A safe, positive, and empathetic 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.

**The discipline procedure for bullying is as follows:**

**1<sup>st</sup> Offence:** Investigation by Form Tutor, Head of Learning or KiVa Team Member.

A verbal warning given and parents/guardians contacted. Sanction may be given.

**2<sup>nd</sup> Offence:** Sanction applied and parent/guardian required to attend a meeting.

**3<sup>rd</sup> Offence:** Severe sanction and further meeting with parents/guardians and a member of the Leadership Group to discuss steps moving forward. Note: A fixed term exclusion would constitute a severe sanction.

Please be aware that all learners in a group are equally at fault for bullying. If you have friends who you believe are taking part in bullying, 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) the possible consequences associated with bullying others.*

\_\_\_\_\_  
Student Name

\_\_\_\_\_  
Date

\_\_\_\_\_  
Teacher

\_\_\_\_\_  
Parent Signature

\_\_\_\_\_  
Date