

Kind Hands and Clever Minds Make Our School



# ANTI BULLYING POLICY

# Ty'n y Wern Primary School

## Anti-bullying Policy

### Introduction

Bullying is action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally.

Bullying occurs when one or more other people make a person unhappy.

It can take several forms:

- Verbal as in name calling, personal comments, racial abuse
- Social as in not being spoken to or being left out of activities
- Material as when possessions are stolen or damaged or extortion takes place
- Physical as in physical assault

Bullying is not the same thing as a disagreement between two people. Bullying is:

- Systematic and ongoing rather than one off
- Done by the more powerful to the less rather than between equals
- Distressing and hurtful to the victim rather than good natured fun
- Always one way rather than an exchange

### Aims and objectives

- Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.
- We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.
- This policy aims to produce a consistent school response to any bullying incidents that may occur.
  - We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

### Reporting Bullying

- Pupils can report bullying to a prefect or Buddy

- In particular, pupils should report bullying to their teacher or the school Anti-bullying and Buddy co-ordinator.
- If the bullying persists the pupil should report it again
- Pupils seeing others being bullied should report it
- When bullying is reported, appropriate action will follow either on the day or the next school day – see Anti Bullying log sheet below.

### **Support for pupils**

- Opportunities are sought to discuss bullying in P.S.E lessons, during circle time, through role play etc to promote anti-bullying attitudes
- Pupils involved in bullying or threatening behaviour, either as victim or bully, are supported in order to overcome their problems through our Student Assistance Program (SAP)
- Intervention acknowledges the distress of bullied children and gives reassurance that they are not to blame. All incidents are treated seriously by listening to and reassuring the victim
- Willingness to proceed is shown and action is taken when bullying is reported.
- Pupils can agree to a mediation meeting to help them to develop their own solutions to conflict (See the Relationships Policy 2014 - Restorative Practice).

### **Buddies**

- The Buddy system facilitates the reporting of bullying to Buddies who are trained to act appropriately and pass information on to the Anti-bullying/Buddy co-ordinator and/or class teacher
- Buddies help ensure no incidents of bullying can occur easily by offering support at play times to vulnerable children and by being vigilant
- Buddies regularly meet with the Anti-bullying/Buddy co-ordinator and hold weekly class meetings
- Buddies help promote positive behaviour and give weekly awards to those who are seen to be kind and helpful

### **The role of governors**

- The governing body supports the headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body do not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.
- The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.
- The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the

headteacher and asks her to conduct an investigation into the case and to report back to a representative of the governing body.

### **The role of the headteacher**

- It is the responsibility of the headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.
- The headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.
- The headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
- The headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour. (see code of conduct policy)

### **The role of the teacher**

- Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place.
- If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the headteacher, the teacher informs the child's parents.
  - If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling (see School Counsellor) and support for the victim of the bullying, and punishment for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the headteacher. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the headteacher may contact external support agencies such as EWO.
- Teachers routinely attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

- All staff have read the ESIS Primary Behaviour Pack and all new members of staff are asked to read it
- Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.
- Teachers discuss the issue of bullying in PSE lessons.

### **The role of parents**

- Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact the headteacher immediately.
- Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

### **Monitoring and review**

- This policy is monitored on a day-to-day basis by the headteacher, who reports to governors about the effectiveness of the policy on request.
- This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by discussion with the headteacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

Please see below for example of Anti bullying log sheet.

# ANTI BULLYING LOG

Pupil's name:

Y:

Class:

Teacher:

Date log started:

<b>Y &amp; Class</b>	<b>Complaint &amp; by whom</b>	<i>Action Taken</i>	<i>Review &amp; Action</i>

