



# Anti Bullying Policy

## Ysgol Llangadog

Cytunwyd ar ran y llywodraethwyr gan - Agreed on behalf of the governing body by - Arwyddwyd/Signed:	
Dyddiad - Date:	

**Ysgol Llandadog believes that bullying is unacceptable and should not be tolerated. All members of the school community share a collective responsibility for tackling bullying should it occur and in working together to promote positive behaviour.**

All children, whatever their race, sex, beliefs and abilities have the right to be safe and to be free from oppression, humiliation and abuse (The Children's Act 2004).

### **Aims of the policy**

Our Policy is a working framework to support our whole school ethos which is to ensure that children feel safe, secure confident and happy. It is designed to prevent bullying behaviour wherever possible, to respond consistently in line with agreed procedures should it occur and to provide support to those involved as appropriate. Our children's health and well-being is of paramount importance.

Prevention includes sending out a clear message that negative behaviour is anti-social, unacceptable and will not be tolerated.

### **What is Bullying behaviour?**

Bullying is deliberately hurtful and designed to cause distress. It is usually repeated over a period of time and is difficult for the person being bullied to defend themselves against. It involves an imbalance and abuse of power and is not age dependent. It may have a racist or discriminatory motivation and can focus on ethnicity, culture, class, religion, learning difficulties, sexuality, long term health conditions and disability. It may be based on small differences between children which are not always clear to us and may shift and develop as relationships change. Bullying behaviour may be shown by individuals or groups. It may not always be clear who is manipulating the behaviour we see. Some children can be 'provocative victims' e.g. by behaving in a tiresome way which eventually triggers a response which may then be seen to be bullying.

Bullying is not falling out with friends, choosing not to play with someone, disliking someone, one off aggressive behaviour such as a fight between children who disagree, accidental physical contact, or the normal rough and tumble of playground life.

### **Bullying can take many forms, but the main types are :**

- Physical - e.g. hitting; kicking; punching; spitting; biting; sexual harassment; having belongings damaged, stolen or removed.
- Verbal - e.g. name calling; teasing; insulting; sarcasm; threats; offensive remarks; sexual/racial comments.
- Emotional / Psychological - e.g. excluding, humiliating, dirty looks; making distressing comments about family members, spreading stories/malicious rumours;
- Cyber / Hi-Tech e.g. malicious e-mails or comments in internet chat rooms or text messages on mobile phones; distressing comments about family members; posting stories, pictures etc. on the internet; silent phone calls; using someone else's name to spread unpleasant gossip and rumours; happy slapping.

Bullying affects everyone, not simply the victims and the instigators. It has an influence on other children who may witness violence, aggression and the distress of the victim.

### **Our whole school approach to preventing bullying includes:**

- Developing a positive ethos which includes knowing bullying is unacceptable;
- Expecting positive behaviour which helps and supports learning and development;
- Promoting co-operation and expecting socially responsible behaviour;
- Encouraging those who witness bullying to act positively by alerting staff and exerting collective peer pressure to deter the bullies;
- Valuing and celebrating everyone's differences, skills and talents;
- Supporting the development of self esteem and resilience through assemblies, Circle Time, PSE, the Healthy Schools programme, skills development, teaching pupils personal coping strategies, School Council involvement, Buddy schemes and Peer Mentoring;
- Showing respect for others;
- Making the information in this policy available to all stakeholders;
- Involving all members of the school community in implementing the policy.

### **Why should we be concerned?**

Someone who is experiencing bullying will be upset and distressed and find it hard to concentrate on work or learning. There may be signs such as poor attendance, truancy, being late, being off school sick, becoming withdrawn and anxious, losing possessions and money, having mood swings, and showing untypical behaviour.

### **Encouraging reporting of incidents if bullying occurs:**

- Pupils in this school can be assured that their concerns will be responded to with sensitivity. All reports will be taken seriously and investigated;
- Confidentiality for anyone who shares information will be respected;
- Opportunities for children to communicate concerns include access to any member of staff, representation on the School Council and buddies/mentors who will pass on concerns.

### **If bullying occurs we will implement the following procedures, as appropriate:**

- We will take all incidents seriously and record their occurrence;
- Investigate the incident/establish facts by independently talking to all involved;
- Use appropriate intervention techniques to manage difficulties between bullies & victims; encourage reconciliation where this is possible/feasible;
- Where bullying behaviour has been established, implement agreed sanctions consistently and fairly as necessary to prevent further incidents;
- Involve parents as early as possible where incidents merit it;
- Apply guidelines from the all Wales Police "School Crime Beat" partnership working document to determine whether official police involvement is needed; as indicated in these guidelines, deal with incidents internally wherever possible;
- Keep accurate, factual records of all reported incidents and the school's response to them;
- Always follow-up incidents after they have been dealt with and review outcomes to ensure bullying behaviour has ceased;
- Provide on-going support for those involved where necessary.

### **Depending on the type of incident, if sanctions are used, these may include :**

- Withdrawing privileges/free time; preventing access to parts of school; lunchtime exclusion; short term exclusion; involving parents as/when necessary; involving appropriate outside agencies; including details on the bully's school record; exclusion.

## **WHAT CAN BE DONE TO REDUCE THE OF OCCURRENCE OF BULLYING?**

- Ensure adequate supervision at all times.
- Use any opportunity to discuss aspects of bullying, and the appropriate way to behave towards each other, e.g. the PSE programme and other intervention strategies.
- Deal quickly, firmly and fairly with any complaints, involving parents where necessary.
- Review the School Policy regularly, evaluating its degree of success and amending accordingly.
- The School Staff will continue to have a firm but fair discipline structure. The rules should be few, simple and easy to understand.
- Ensure that all teaching materials and equipment are compliant with the school's equal opportunities and racial discrimination policies and do not contain any elements that would incite discriminatory behaviour.
- Encourage pupils to discuss how they get on with other people and to form positive attitudes towards other people. This would include a review of what friendship really is.
- Encourage pupils to treat everyone with respect.
- Ensure that pupils are made continually aware that the school views bullying as a very serious offence and will take all necessary steps to eradicate it from school life.

## **ACTION TO BE TAKEN WHEN BULLYING IS SUSPECTED**

If bullying is suspected, the victim should be interviewed, as should the perpetrator and any witnesses. If bullying is identified, the following action should be taken:

- Help, support and counselling will be given as is appropriate to both the victims and the bullies.

We can support the victims by doing one or more of the following things:

- offering them an immediate opportunity to talk about the experience with their class teacher, or another teacher if they choose;
- informing the victim's parents or guardians;
- offering continuing support if it is perceived that this is needed; and

We also discipline, yet endeavour to help the bullies by doing one or more of the following things:

- talking about what happened, to discover why they became involved
- informing the bully's parents or guardians
- if a PCSO is visiting the school and an incident occurs, with parental permission we will ask the PCSO to discuss the matter with the child / children
- continuing to work with the bully in order to eradicate or alter any prejudiced attitude as far as possible