



Anti-Bullying Policy

The United Nations Convention on the Rights of the Child (CRC) is at the heart of our school's planning, policies, practice and ethos. As a rights-respecting school we not only teach about children's rights but also model rights and respect in all relationships – Linked to Articles 3, 12

1. Rationale

Everyone at Ysgol y Gwernant has the right to feel welcome, secure and happy. Bullying of any sort prevents this. It is everyone's responsibility to prevent bullying and this policy contains guidelines to support this.

Where bullying exists, the victims must feel confident to activate the anti-bullying systems within school to prevent further bullying. It is our aim to help build an anti-bullying ethos in our school.

2. Definition

Bullying is the use of aggressive behaviour, name-calling or intimidation **with the intention of hurting another person**, it results in distress and pain to the victim.

Bullying can be short term or, if undisclosed, unidentified, continuous over a period.

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - because of, or focussing on the issue of sexuality
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Cyber - all areas of internet, such as email & internet chat room misuse, mobile threats by text messaging & calls misuse of associated technology - i.e. camera & video facilities

To the victim bullying is:

- Deliberately hurtful
- Repeated
- Difficult to counteract by the victim
- Different from random acts
- Characterised by an 'imbalance of power' e.g. a more powerful person or persons intentionally hurting a less powerful person or persons.

Bullying can take place in the classroom, playground, toilets, on the journey to and from school, on residential trips and in cyberspace. It can take place during out of school group activities and between families.

3. Bullies and Victims

A child who 'bullies' may not be a 'bad' person, but the behaviours that he/she exhibits are not acceptable. This understanding is fundamental to this policy.

Bullies are often lacking in interpersonal skills; where bullying involves a group, the ring leaders will need good social skills and intelligence; they may be charismatic but manipulative young people.

A bully is often a person who:

- Is uncaring and lacking in empathy
- Aggressive, easily resorting to violence
- Is poor in communication and co-operative skills
- Is insecure, possibly due to problems at home or at school
- Feels a need to gain control or power
- Will lie and be deceitful
- Need to impress and gain attention

- Have a poor sense of responsibility

Bullying is not when two people have an occasional disagreement or squabble.

4. Aims and objectives

Bullying is wrong and damages individual children; it is rare in Ysgol y Gwernant. We are vigilant and aim to prevent unacceptable behaviour, by developing a strong school ethos in which we encourage tolerance, acceptance and co-operation while at the same time making children aware that their actions have consequences. It is our aim to be consistent in our responses to any bullying incidents that may occur and we favour restorative practices over authoritarian responses.

Our objective is to create a climate in which all children feel secure and confident to work and play in harmony and learn to resolve any differences reasonably and amicably. All those connected with the school are made aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying.

5. Prevention

We provide a safe and secure, informed environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying. Foundations are laid formally through Personal and Social Development, Welfare and Cultural Diversity in the foundation phase. It is developed in key stage 2 as a component of the Framework for Personal and Social Education for 7 to 19 Year Olds. It is supported in R.E. lessons, cross-curricular activities in the classroom that promote friendship and co-operation and in daily assemblies. An anti-bullying week is held annually in November; playground buddies mingle on the yard and a 'worry box' is available to all pupils who may not wish to approach a teacher.

The ethos and working philosophy of the Ysgol y Gwernant means that all staff actively encourage children to have respect for each other and for property.

Good and kind/polite behaviour is regularly acknowledged and rewarded.

6. The Role of Pupils

Children are encouraged to confide in teachers if they feel they are being bullied; they will be supported and their concerns will be investigated quickly, fairly and thoroughly.

7. The role of the teacher and support staff

All the staff in our school take all forms of bullying seriously; it will not be tolerated or excused. Children are encouraged to report any incidents of bullying to an adult or a buddy in school or to their parents at home. Parents are asked to make their concerns known to their child's class teacher initially.

All members of staff routinely attend training, which equips them to identify bullying and to follow this policy and procedure with regard to behaviour management.

A record will be kept with details of incidents. *The class teacher is responsible for this and will be required to file a copy of the report and the action taken (Record of concern form to be completed) and kept on the pupil's files in the office. . Older pupils may be asked to write a report themselves.*

Any bullying incidents that occur at playtimes must be reported verbally to the class teacher at the end of the break or lunchtime session by the supervising adult.

For any incidents at other times in class or e.g. at swimming, the class teacher is the first point of reporting.

If children from different classes are involved, this may result in several teachers acting as facilitators.

How to deal with incidents of bullying – class teachers

- Be vigilant for signs of bullying
- Always take reports of incidents seriously and investigate them
- Never ignore suspected bullying
- Make the Headteacher aware that an incident has occurred
- Give each child a fair hearing
- Don't make premature assumptions
- Listen carefully to all accounts – several pupils saying the same thing does not necessarily mean that they are telling the truth.
- Discuss issues appropriate to the issue and to their age and level of understanding.
- If appropriate, adopt a problem-solving approach which moves pupils on from justifying themselves.

- Class teachers will follow up and check that the bullying behaviour has not been repeated and initial and date the incident form in the diary when they have made these checks.
- The Headteacher will check this diary on a termly basis. The incident diary will show the history of incidents and those involved.

If any bullying behaviour takes place between members of a class, the teacher will deal with the issue immediately. This may involve counselling and support for the victim; time is spent talking to the perpetrator; explaining why his/her action is wrong; that child is challenged to reflect on the behaviour, consider its effects on the other, consider the consequences and to practise restraint in the future. The Headteacher is informed.

Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. Drama, role-play, stories etc. are used within the formal curriculum, to help pupils understand the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour. Circle time is used to praise, reward and celebrate the successes of all children, thus helping to create a positive atmosphere. A climate of mutual respect is encouraged at all times.

8. The role of the Headteacher

The Headteacher is responsible for the day-to-day management of the school; in most circumstances incidents will be resolved under her direction.

The Headteacher sets the school climate of mutual support and praise for success, thus 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.

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 this policy, and know how to identify and 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. The Headteacher draws the attention of children to this fact at appropriate moments; for example, if an incident occurs, the Headteacher may decide to use an assembly as the forum in which to discuss with children why this behaviour is wrong, and why a pupil is may be punished.

The Headteacher ensures that all staff, including lunchtime staff, receive sufficient training to be equipped to identify and deal with all incidents of bullying.

The headteacher is informed of all incidents of bullying; she will deal directly with incidents of bullying that are proven or not resolved in the first instance by teachers. A written record will be kept of all subsequent meetings. All written accounts will be confidential.

The children involved will always be given an opportunity separately to give their account of the incident(s). They will be told that their parents will be made aware of the incident and their interview with the Head.

The accused will be told that his/her relationship with the victim will be closely monitored and that if the behaviour is repeated, parents will be asked to attend a meeting with the Head.

All staff will be made aware that monitoring is necessary. The Headteacher/teachers will meet regularly with the victim. Any child who has difficulty communicating may be asked to keep a Home/School Diary. Parents will be kept informed of progress and are asked to contact school immediately if there are any further incidents.

If the bullying stops, the relationship will in any case, be closely monitored for at least one term.

If the bullying is repeated, parents/carers will be informed. Process will be repeated as before, however pupils will be told that monitoring will be day-by-day and any further incidents will be dealt with as persistent bullying.

If the bullying persists, parents/carers will be called into school to discuss the situation. Parents/Carers have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

At this stage, and with the co-operation of parents/carers, a plan to modify the behaviour of the perpetrator is usually agreed. This will include a Home/School Diary which parents/carers are asked to comment on and sign, it may include appropriate sanctions, e.g. loss of playtimes / class reward time. The behaviour and relationship will continue to be closely monitored and reviewed weekly by the Head or Deputy-head and parents/carers.

In more extreme cases, or if these initial measures prove ineffective, the Headteacher may contact partnership services, i.e. Behaviour Support, 1:1 Self-esteem sessions, Stepping Stones behaviour Unit. These services can also be contacted to support the victims of bullying.

In the most extreme circumstances, and in the event that all these measures fail, exclusion from the school will be considered.

If, having completed this process, parents/carers are dissatisfied; they should contact the chairman of governors, Professor J. Newton, through the school office.

9. The role of the Chairman of Governors

If any parent is dissatisfied with the way the school has dealt with a bullying incident, he/she can ask the chair of governors to look into the matter; he will refer the complaint to the Complaints Committee. The governing body will, within ten school days of any request from a parent to investigate any incident of bullying, notify the Headteacher, and ask her to conduct an investigation and assemble evidence into the case, which will be reported back to a representative of the governing body.

10. The role of Governors

The governing body supports the Headteacher in all attempts to eliminate bullying from our school. The governing body will not condone or excuse bullying and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

The governing body monitors any incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The governors require the Headteacher to keep accurate records of all incidents of bullying, and to report to the governing body on request about the effectiveness of anti-bullying strategies.

Any grievance that is presented to the governing body will be dealt with under the school's formal Complaints Procedure.

The Complaints Committee of the governing body will hear representations made by the complainant of issues not resolved at earlier stages of the procedure. It will examine records and reports and consider the evidence; it will seek the advice of the Local Authority as appropriate; it will reach a decision and inform the complainant of the outcome. The decisions of the committee will be brought to the full governing body for information.

11. The role of parents/Carers

Parents/Carers who are concerned that their child may be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher urgently. If they are not satisfied with the response, they should contact the Headteacher. If they remain dissatisfied, they should follow the school's complaints procedure.

12. Monitoring and review

This policy is monitored regularly by the Headteacher, who reports to governors on request about its effectiveness.

This anti-bullying policy is the governors' responsibility; its effectiveness is reviewed annually by the governing body. Governors will analyse information for patterns of incidents, people, places or groups; they will do this by examining the schools' anti-bullying logbooks, where incidents of bullying are recorded, and by discussion with the Headteacher.

Dealing with bullying at Ysgol y Gwernant

School made aware of bullying incident

Record made of incident – Headteacher informed
Bully and victim have fair/separate opportunity to give their accounts
Classroom incidents dealt with immediately by teacher
Both children supported
Progress monitored



If bullying behavior repeated:

Parents called into school
Headteacher interviews victim and bully – both have fair opportunity to give their accounts
Both told that their relationship will be closely monitored on a day-by-day basis
Bully warned that if the behavior is repeated, his/her parents/carers will be asked to meet the Head
All staff made aware of monitoring
Measures to protect victim
If the bullying stops – monitoring will continue for at least one term, parents will be informed



If the bullying persists:

Parents called into school
Behaviour modification plan agreed – this may include Home/School Diary and sanctions
Behaviour/relationship continues to be monitored
Measures to protect victim – Sanctions applied to bully
Factual accounts of incidents listed in Home/School diary, signed & dated by Head and parents/carers
Progress reviewed weekly by Head or Assistant-head and Parents/Carers



In more extreme cases or if these measures prove ineffective:

The Headteacher may contact partnership services i.e. Behaviour Support, 1:1 Self-esteem sessions, Stepping Stones behavior unit.



In the most extreme circumstances and in the event that all these measures fail:

Exclusion from School will be considered.



If Parents/Carers are dissatisfied with the way in which the school has dealt with the complaint, they can:

Contact the Chairman of Governors to present a formal complaint.