

Ysgol y Waun

ANTI-BULLYING POLICY

Definition of Bullying:

Bullying is meant to hurt, is deliberate and repeated over a period of time. It causes physical, emotional or mental hurt to the victim. It can be perpetrated by an individual or a group. It is not when two people have an occasional fight or disagreement.

Policy statement:

The Governing body and staff at Ysgol y Waun are totally opposed to bullying. Bullying is wrong and damages children. It is recognised that all schools are likely to have a problem with bullying at some time. Ysgol y Waun regards bullying as particularly serious and firm action will always be taken against it.

This policy aims to provide pupils with a safe and secure working environment and to produce a consistent approach by the school to any bullying incidents that may take place. All pupils will be covered by this policy.

Action to combat bullying;

- The school will demonstrate to pupils through the curriculum and by example, that it is totally opposed to bullying
- The school use the KiVa Program which is currently a pilot scheme in the Key Stage 2 classes: it teaches and uses empathy and understanding for the victims of bullying, the bystanders and witnesses to bullying and for the perpetrator.
- As part of the PSE Policy, the school have adopted the SEAL program (Social and Emotional Aspects of Learning) in KS 2 and is also available for Foundation Phase staff to supplement their delivery of PSE. The SEAL program is also available for the whole school to use in assemblies to introduce subjects for class lessons. The SEAL Program has a specific module on anti bullying. This is called “Say No to Bullying”
- The use of Circle Time will also be used on a regular basis in class as part of the school’s pastoral curriculum i.e. the Behaviour Policy, Anti bullying policy, Health and Safety Policy, Sex and Relationships Policy.
- The use of the community police and the school police liaison officer to educate the pupils about good, safe and appropriate behaviour in the community. They use video, class and school assemblies and a range of other resources.
- The school will make use of outside speakers and visitors who promote anti bullying and self confidence such as ‘The Gold Show’.
- Music and songs promoting caring for one another, self confidence and anti bullying messages may be used in assemblies and as part of class lessons.
- Staff will use praise, affirmation and encouragement of pupils when they show kindness, consideration and respect for others
- Sanctions against the perpetrators may need to be used- see Behaviour and Discipline policy. All pupils will be made aware of sanctions

- Staff will not ignore bullying or suspected bullying. They will intervene to prevent bullying incidents from taking place.
- The Head teacher will be responsible for dealing with any bullying incidents
- An incident book will be kept in which all incidents are logged, reviewed and reported
- The policy will be shared and reviewed with staff regularly to ensure they are aware of its contents and their role within it.
- All parents will be made aware of the anti bullying policy.
- Preventative measures will be examined on a regular basis e.g. the school environment, procedures and policies
- Training for staff and up dates will be available to ensure this policy can be delivered in a competent, caring and efficient manner.

Recognising the signs of Bullying;

Forms of bullying:

- Physical
- Verbal
- Indirect bullying e.g. spreading rumours or social exclusion
- Use of social media i.e. Face book or texting to ostracise or exclude

Factors that may contribute to a pupil being bullied:

- Lack of close friend/s or social group
- Shyness
- Race, religion, sexual orientation or social class or a general perceived 'differentness'
- A disability
- Beauty, cleverness, being well behaved. 'teacher's pet'
- A chaotic, disruptive or abusive home life.
- Or anything else that a bully may perceive as worth making fun of or ridiculing

Factors which may contribute to a pupil bullying another/others:

- Lack of close friends or social group
- Race, religion, sexual orientation or social class
- A disability
- Beauty, cleverness
- A chaotic, disruptive or abusive home life
- A need for power/ to feel powerful and feel better about themselves

Indicators which may show a pupil is being bullied:

- A pupil becomes withdrawn and anxious – their behaviour changes
- A marked deterioration in his/her work
- Attendance can become erratic
- Has frequent time away from school due to illness
- Late arrival to school
- Prefers to stay with adults, expresses a dislike for school
- The parent tells school that their child does not want to come to school and feels sick or ill at the beginning of the day.
- The pupil tells a teacher they are being bullied

Dealing with Incidents of Bullying:

These will be taken seriously and dealt with as quickly as possible. Staff will do all they can to support the victim and to ensure the bully understands what they have been doing is wrong and hurtful.

Staff will:

- listen to the victim –let them tell their story
- Reassure the pupil that reporting the bullying incident was the right thing to do.
- Reassure the pupil that he/she is not to blame for what has happened
- Do not make premature assumptions
- Listen to all accounts of the incidents if there are witness/colluders/bystanders.
- Listen to the bully- let them tell their story
- Make accurate and concise notes of what is disclosed.
- Encourage the pupil /s to report any further incidents to a teacher or other member of staff immediately
- Adopt a problem – solving approach that encourages pupils to find solutions rather than simply justify themselves. School uses the KiVa program to tackle any ‘one off’ incidents. The use of Circle Time may be appropriate for the whole class and to use the SEAL ‘Say No to bullying’ module if needed. A SAP group may be needed to work through the issues that have arisen due to the bullying with a small group.
- If the bullying was sexual in nature then the child protection procedures would be followed as set out in the All Wales Child Protection Guidelines.
- Regular follow up checks will be made to further reduce the likelihood of repeated bullying.
- Parents will be informed of any bullying by the Head teacher.

If a pupil is bullied staff will ask:

- What has happened
- How often it has happened
- Who was involved
- Where it happened
- Who saw what happened
- What she/he has done about it already
- The use of kiVa techniques from the trained staff.

Advice to pupils who are caught up in bullying incidents:

- Stay calm and look as confident as possible
- Be firm and clear, look the bully in the eye and tell them to stop
- Get away from the situation as quickly as possible
- Immediately tell an adult what has happened

Helping the bully to change:

The school will spend time to help pupils who have bullied others to change their behaviour. If a pupil is bullying others, staff will:

- Talk to the pupil and explain that bullying is wrong and makes others unhappy
- Discuss with the pupil how to join in with others without bullying – the pupil may need some actual assistance to do this and to be monitored by an adult.
- Talk to the pupil about how they are feeling at home and at school- is there anything they need help with or are worried about.
- Give the pupil lots of praise and encouragement when they are being kind and considerate to others
- The use of PSE lessons and specific lessons on anti bullying can be used with the whole class as well as the SEAL program and class and whole school assemblies if it is appropriate.

Dealing with serious bullying:

If the preventative measures do not succeed, serious bullying will be dealt with under the school's discipline policy. The bully will;

- Be removed from the group
- Lose any break and lunchtime privileges
- Be placed in 'Time out'
- Be excluded from a school trip or school events - where these are not an essential part of the curriculum
- Fixed period exclusion may occur
- The involvement of the community police may occur at this stage.

In the most serious cases permanent exclusion will be the most likely sanction if the bullying:

- Involves serious actual or threatened violence against another pupil
- Amounts to persistent and defiant behaviour

Records:

All incidents of bullying and discussions with the pupils involved will be recorded, along with the school's response.

Co-operating with Parents and Carers:

The school will work with parents in dealing with bullying as bullying in school is everyone's concern. All staff, pupils and parents should be aware that bullying exists and share a commitment to combat it and make the school a happier place for everyone.

Parents, carers and families are often the first to detect signs of bullying.

Common physical symptoms include headaches, stomach aches, anxiety and irritability.

The school will encourage parents who suspect that a child is bullying or being bullied to immediately contact the school and make an appointment to see the Head teacher as soon as possible.

Parents and carers will be informed of incidents and involved in discussions. The school will discuss with parents how they can work together to stop the bullying.

Monitoring and Review:

This policy is regularly monitored by the Head teacher and the Governing body to ensure that it is working as effectively as possible.

November 2016.

Last Reviewed May 2018

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