

# YSGOL BORTHYN



# ANTI-BULLYING POLICY

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At Ysgol Borthyn we are committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a calm and secure atmosphere. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. If bullying does occur, all pupils should be able to talk in confidence, knowing that incidents will be dealt with promptly and effectively.

We are a LISTENING school – anyone who knows that bullying is happening is encouraged to tell someone.

What do we mean by bullying?

Bullying is behaviour which is intended to hurt another person, and results in pain and distress to the victim and is not a 'one-off' incident.

It can be:

**Emotional** bullying – excluding, tormenting, hiding belongings, being unfriendly, giving someone the 'silent' treatment, threatening, ignoring someone as they come into the room.

**Verbal** bullying – including name calling, teasing, using nicknames, taunting or threatening, spreading rumours, picking on someone who is different, perhaps overweight, small, tall, has a disability, doesn't wear trendy clothes or is not allowed to do things after school, or may be of a different racial, sexual or cultural background.

**Physical** bullying – pushing, kicking, hitting, pinching or any use of violence.

**Cyber** bullying – use of any form of technology to include emotional or verbal bullying.

**Other** bullying – this may include deliberate damage of someone else's property or the taking of property without permission, for example, pens, pencils or money.

Pupils who are bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in school.

All Ysgol Borthyn staff must be alert to signs of bullying and act promptly and firmly against it in accordance with school policy.

### The Role of the 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 does 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 to any request from a parent to investigate incidents of bullying. In all cases, the Governing Body notifies the Headteacher and asks him/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, including lunchtime 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.

### The Role of the Teacher

Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school.

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 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 and the special needs co-ordinator. 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 the Social Services.

Teachers attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

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.

### The Role of the 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 their child's class teacher 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.

### What do we do to prevent bullying?

- We have worked together to ensure that all staff, governors, pupils and parents have an understanding of bullying
- This has included Anti-Bullying week and PSE lessons.
- We make sure that every pupil knows that we do not tolerate bullying.
- We use every opportunity possible to talk to the children about proper ways of behaving towards each other.
- We deal immediately with any complaints and deal firmly with anyone using bullying behaviour.
- We are aware of those who have been bullied and keep in contact with their parents.
- Pupils have been involved in writing an Anti-Bullying Charter.

### How do we deal with bullying?

- We ask that all bullying incidents are reported to staff.
- We expect the bullying behaviour and threats of bullying to stop immediately.
- We will encourage the bully to offer an apology.
- We will try where possible to reconcile the pupils.
- We will try to help understand what the 'victim' feels like and so through empathy eradicate the situation.
- We will where appropriate enforce sanctions against the bully.
- We will attempt to help the bully to change his or her behaviour.
- We keep a record of serious cases of bullying.
- We ask parents to come into school to discuss the incident if it is serious.
- We will contact the 'victim's' parents regarding the outcome of the investigation.
- We will in the most serious cases consider exclusion.
- Pupils who have been bullied will be offered support and steps will be taken to restore their self-esteem and confidence.

### What can a pupil do if he or she is being bullied?

- Remember it is not your fault that you are being bullied.
- Tell someone you trust like your parents, your teacher or a buddy.

- Try to ignore the person who is bullying you. They might get bored and give up if they get no reaction from you.
- Tell the bully to leave you alone and sound sure of yourself.
- If you can, stay with a crowd, bullies usually pick on people on their own.
- To use the worry box.

#### REMEMBER TO TELL SOMEONE IF YOU ARE BEING BULLIED

##### What can parents do to help?

- Inform the school immediately if you feel that your child is being bullied.
- Don't encourage your child to hit back. It could make matters worse.
- Encourage your child to be assertive and confident. Tell them to let the teacher know what is happening.

#### REMEMBER YSGOL BORTHYN WILL NOT TOLERATE BULLYING

Presented to Staff during Anti Bullying week 13-11-2017  
Presented to Governors during Anti Bullying week 16-11-2017.