



Making the most of everyone.

Anti bullying Policy

Adopted November 2018
Reviewed September 2022
Valid until September 2024

Signed:

(Chair of Governors)

YSGOL PENMORFA

Anti-bullying Policy

Monitoring the Impact of the Policy

Governing Body will review the equality impact assessment for this policy to monitor the outcomes and impact of the policy in line with equalities legislation.

What is bullying?

Ysgol Penmorfa uses the following definition of bullying: "Bullying is unwanted, aggressive behaviour that involves a real or perceived power imbalance. The behaviour is repeated, or has the potential to be repeated, over time. Both children who are bullied, and who bully others, may have serious, lasting problems."

There are many definitions of bullying, but at Ysgol Penmorfa we consider it to be:

- deliberately hurtful (including aggression)
- repeated often over a period of time (while recognising that even a one-off incident can leave a learner traumatised and nervous of future recurrence)
- difficult for victims to defend themselves against.

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

- physical – hitting, kicking, aggression
- verbal – name calling, insulting, making offensive remarks
- indirect – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, sending malicious e-mails or text messages on mobile phones – including incidents out of school.

Aims

1. All members of the school are expected to treat each other with consideration and respect.
2. Staff at Ysgol Penmorfa believe that bullying is wrong and can damage individual pupils. We therefore do all that we can to prevent bullying by developing a school ethos in which bullying is regarded as unacceptable.
3. We aim to produce a safe and secure environment where all can learn without anxiety.
4. We aim to produce a consistent 'whole school' response to any bullying incidents that may occur.
5. The Governors and Staff at Ysgol Penmorfa aim to ensure that all reported incidents of bullying are taken seriously, dealt with sensitively and followed up with necessary action and support.

Objectives of this policy

1. All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
2. All governors, staff, pupils and parents should know what the school policy is on bullying and follow it when bullying is reported.
3. As a school we will take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

Procedures

In dealing with bullying incidents, staff will observe five key principles:

1. Bullying will not be ignored.
2. Staff will not make premature assumptions.
3. All accounts of incidents will be listened to fairly.
4. A problem solving approach will be adopted, which encourages pupils to find solutions rather than simply justify their actions.
5. Staff will follow-up reported incidents to check that bullying has not resumed.

All staff are encouraged to report any incidents of bullying to the class teacher and the Headteacher. The member of staff dealing with the incident should then take the following action:

- A report should be written on a designated report form.
- Make it clear to the victim that the school can help and that he/she will be supported.
- Reassure the pupil that it is not his/her fault that he/she has been bullied.
- Carry out a thorough investigation of the incident.
- Inform parents when a pupil continues to deliberately harm other pupils.
- Help the bully to change their behaviour.
- Continue to monitor closely and not to assume that the bullying has stopped.

Ways to combat bullying

- Unambiguous school rules (school expectations)
- Mediation by peers
- Circle Time. All classes engage in Circle Time activities each term during which pupils are encouraged to discuss any issues that concern them. Pupils are encouraged to inform staff if they are being bullied or know of someone else who is being bullied.
- KiVa. In key stage 2, all classes regularly engage in units of work from the KiVa anti-bullying scheme.
- PSE Curriculum
- Involvement of Behaviour Support Service
- Assertive Discipline Policy Throughout the school.
- Effective communication between school, home and external agencies e.g. Education Social Worker, Police Community Liaison Officer, Bridge Team, CAMHS.
- School based interventions groups
- Analysing PASS data

The role of the Headteacher

It is the responsibility of the Headteacher to implement the school anti-bullying policy and to ensure that all staff 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.

The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher ensures that all staff are aware of and follow the agreed procedures to be followed when an incident of bullying is reported.

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 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 at Ysgol Penmorfa 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 and inform the Headteacher.

If a teacher becomes aware of any bullying taking place, the issue is dealt with immediately. This may involve support for the victim of the bullying, and sanctions for the child who has carried out the bullying. Time is spent talking to the child who has bullied to help him/her understand why the action was wrong. We also endeavour to help the child change their behaviour in future. If a child is bullying other children, the Headteacher will discuss the situation with the child's parents. The Headteacher may also contact external support agencies such as the Behaviour Support Service to seek support for the child in order to avoid the ultimate sanction of exclusion.

The role of parents and carers

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 school 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. If a parent or carer becomes concerned that their child is being bullied, they are advised to:

- encourage their child to talk about the problem
- reassure their child of their support
- explain that telling someone about the bullying was the right thing to do
- try to listen calmly and not overreact
- attempt to find out when and where the bullying takes place
- contact the school to discuss the problem

- work with the school to support their child
- if the bullying takes place outside school, report the matter to the police

When a child has been bullying, or has been accused of bullying, the Headteacher will contact the parents to discuss the issues. The Headteacher will ask the parents to:

- talk to their child and explain that bullying is wrong and makes others unhappy
- show their child how to join in with others without bullying
- talk to their child regularly about how things are going at school
- give their child lots of praise and encouragement when they are being kind and considerate to others.

Formal Action

If pupils do not respond to preventative strategies to combat bullying, the school will take formal action to stop bullying behaviour. These sanctions are in line with the school's Behaviour Policy.

Sanctions will include:

- Removal from the group
- Withdrawal from break or lunchtime privileges
- Not allowed to go on a forthcoming school trip or sports events (if these are not an essential part of the curriculum)
- Fixed-term temporary exclusion
- Placement at alternative school site i.e. Stepping Stones
- Permanent exclusion

Monitoring and review

This policy is monitored by the Headteacher, who reports to governors, via the Curriculum Sub-Committee, about the effectiveness of the policy. Governors examine the school's anti-bullying logbook, and discuss the effectiveness of anti-bullying strategies with the Headteacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.