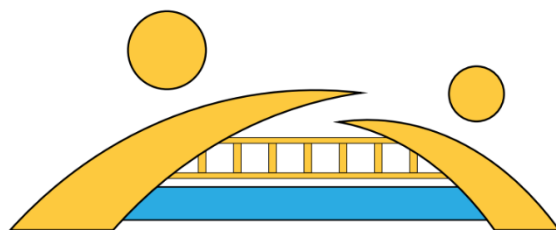


YSGOL BRO CAEREINION



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Anti-Bullying Policy

	Enw / Name	Llofnod / Signature	Dyddiad / Date
Cadeirydd / Chair of Governors	Cllr Gareth Jones	<i>Gareth D Jones</i>	2.5.23
Pennaeth / Headteacher	Huw Lloyd-Jones	<i>H. Lloyd-Jones</i>	2.5.23
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Polisi Statudol i'w adolygu yn flynyddol / Statutory Policy to be reviewed annually Canllawiau: Bwlio yn yr ysgol Is-bwnc LLYW.CYMRU Guidance: School bullying Sub-topic GOV.WALES			

Ysgol Bro Caereinion is a safe and happy place where everyone is valued and differences are celebrated. We not only teach about children's rights but also model rights and respect in all relationships.

1. Introduction

We recognise that the values we promote within the school play an important part in the spiritual, moral and social development of the pupils for whom we hold a responsibility. These values include: care, respect and concern for oneself and others, care and respect for property and for the environment. Whilst values are sometimes explicitly expressed, they are more often implicit in the ways we behave ourselves and in the ways we expect others around us to behave. For this reason it is important to provide clear guidelines for a consistent and coherent approach to behaviour and discipline within the school.

Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. Bullying hurts. No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving. We acknowledge that bullying does happen from time to time – indeed, it would be unrealistic to claim that it does not. When bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy.

2. What is bullying?

There is no legal definition of bullying. Ysgol Bro Caereinion defines bullying as; deliberately hurtful behaviour which is repeated over time where it is difficult for those being bullied to defend themselves. Ysgol Bro Caereinion works hard to ensure that all pupils know the difference between bullying and simply 'falling out'.

We can identify four main types of bullying:

- Physical
- Verbal
- indirect
- cyber-bullying.

The bullying behaviour can be defined as:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation.

Bullying can take many forms and can include:

- physical assault
- teasing
- making threats
- damage to property or theft
- name calling
- cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger).

What Is Bullying	What is <i>Not</i> Bullying
Any of the following aggressive behaviours are bullying if the actions are repeated , and done with the intention of gaining power .	Any of the following aggressive behaviours are not bullying if the actions occur once (i.e., no pattern) or done with no intention of gaining power .
Physical Attack such as: <ul style="list-style-type: none"> • Bumping into someone • Pushing, shoving, tripping • Hitting (directly or with something else) • Punching, kicking • Fighting 	Physical behaviours such as: <ul style="list-style-type: none"> • Accidentally bumping into someone • Making others play things a certain way (natural behaviour—everyone likes things done their way) • Any of the behaviours listed to the left (pushing, shoving, tripping, hitting , etc.) which occurs ONCE (i.e. is not a repeated or pattern of behaviour)
Verbal Attack —for any kind of difference, such as: <ul style="list-style-type: none"> • Racial • Gender • Sexual Orientation • Physical (height, weight, glasses, etc.) • Skills/Ability/Disability • Physical Appearances • Economic Status • Religion • Threats and Intimidation • Taking Possessions or stealing • Exclusion from groups/activity 	Verbal behaviours such as: <ul style="list-style-type: none"> • A statement of dislike toward or about someone • A single act of telling a joke about someone • Arguments or heated disagreements between two or more people/groups • Expressions of unpleasant thoughts or feelings regarding others
Non-Verbal Attack such as: <ul style="list-style-type: none"> • Staring or glaring • ‘Pretending to whisper’ while looking at someone • Shunning 	Non-verbal behaviours such as: <ul style="list-style-type: none"> • Being excluded • Not playing with someone • Choosing different people or groups to play with from time to time

This policy sets out the procedures agreed by the school to ensure a consistent and impactful approach to bullying and the behaviour expectations at Ysgol Bro Caereinion.

3. Aims

Our Anti-bullying Policy aims to ensure a consistent approach to anti-bullying and behaviour expectations, to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying ethos in the school.

Where bullying exists, victims must feel confident to activate the anti-bullying systems within the school to end the bullying. Ysgol Bro Caereinion promotes positive behaviour in our school (see Behaviour Policy). We use restorative practice to encourage pupils to take responsibility for their actions and resolve conflict using the key questions in a safe and trusted environment. (See Appendix 1 for restorative practice questions)

Ysgol Bro Caereinion will achieve an anti-bullying climate by ensuring that:

- all pupils and adults understand what constitutes bullying behaviour
- we understand how our actions and comments may be hurtful to others
- all pupils and adults understand that Ysgol Bro Caereinion will not tolerate bullying behaviour
- there is a clear and consistent disciplinary structure to deal with incidents of bullying behaviour
- pupils are well supervised at all times during the school day
- adults and older pupils act as good role models
- everybody listens to, tolerates and values the views of others, accepting them as individuals.
- any incident of bullying which is witnessed is reported promptly so that appropriate action may be taken.

4. Creating an anti-bullying climate

The underpinning values held at our school are set out in and derived from the four purposes of the new Welsh curriculum- Curriculum for Wales – Curriculum for life. The four purposes are that all children and young people will be:

- **ambitious, capable learners** who are ready to learn throughout their lives.
- **enterprising, creative contributors** who are ready to play a full part in life and work.
- **ethical, informed citizens** who are ready to be citizens of Wales and the world.
- **healthy, confident individuals** who are ready to lead fulfilling lives as valued members of society.

We study values across the curriculum appropriate to each class and as a response to everyday events and situations. In addition to this we place a focus on behaviour in whole school assemblies. At Ysgol Bro Caereinion we believe that bullying should be discussed as part of the curriculum, however teachers are also required to follow the general strategies to deal with behaviour problems as outlined in the behaviour policy.

As part of the curriculum we look at attitudes, skills and activities which will prevent bullying. These include:

- valuing and listening to pupil's contributions through using the restorative practice questions (Appendix 1)
- helping the pupil's learn and practice the skills required to build good relationships with other pupils and adults within the school and wider communities
- raising awareness about bullying and the anti – bullying policy
- increasing understanding for victims, and help build an anti-bullying ethos
- teaching pupils constructively, how to manage their relationships with others
- exploring such issues as:
 - Why do people bully each other?
 - What are the effects of bullying on the bullied, on bullies, and on bystanders?

5. What can we do to stop or prevent bullying?

We undertake many different activities to help prevent bullying which include:

- playing games
- role play
- stories / poems / video and media
- behaviour problem - solving scenarios
- circle time
- PCSO workshops
- visitors workshops such as Childline and NSPCC
- whole school assemblies / phase assemblies
- anti-bullying week activities
- KiVa
- creating powerpoints to promote good behaviours (year 6).

Top tips for staff:

- never ignore suspected bullying
- don't make premature assumptions
- listen to all accounts carefully – Initially, use restorative practice at an appropriate and agreed time for all parties involved.
- be aware of isolated pupils, and try to involve them in a sympathetic group
- keep a watchful eye on 'rough and tumble', to ensure that everyone is enjoying it!
- check all areas of school regularly
- never ignore aggressive or bullying behaviour
- when dealing with an act of aggression or it is often better to remove the victim from the scene as soon as possible. This will depend on the situation
- follow up repeatedly, checking bullying has not resumed. It may be necessary on occasion that stronger measures are needed in the more serious and persistent cases. (Please see our Behaviour Policy)

Top tips for parents:

- encourage your child to talk about what has happened in school that day
- inform school immediately if you think there is a bullying problem
- encourage your child to tell a teacher or the playground supervisor if they or any of their friends are experiencing difficulties in or out of school
- watch out for signs of stress in your child – headaches, sore stomachs, reluctance to come to school – they might be indications that all is not well
- investigate if toys / money start to go missing
- take an active interest in friendships and out -of-school activities
- supervise situations where bullying may occur, e.g. walking to and from school
- avoid unsupervised exposure to violence on television / videos / computer games.

A separate sheet for pupils and parents who need help or advice about bullying and cyber bullying is attached to this policy (Appendix 2 and appendix 3).

6. What are the signs of bullying?

The pupil may:

- be unwilling to come to school
- begin to see their school work suffer
- become withdrawn
- start acting out of character, by for example hitting other pupils
- develop stomach or head aches
- want to stay in at break time
- have a cut or bruise after play time.

7. Operational procedures

Reporting Bullying Behaviour

Any report of bullying, or suspected bullying behaviour will be treated seriously. This information will be recorded immediately in the School's 'Incident Book' which is kept in the office. The information recorded should indicate details such as;

Names (Initials) – who was involved

Dates/Times – when it took place/how often

Places – where it happened

The act of bullying – what exactly happened

Following a report of bullying the following levels of action will be taken:

Level 1 Within School

An investigation will be conducted to establish whether or not the incident/s constitute/s bullying.

If yes go to i)

If no it will be recorded in the incident book and dealt with according to our behaviour policy.

i) The bully(s) will be confronted, told that such behaviour is unacceptable, made to apologise and then receive a suitable sanction such as missing break, sitting apart from others, etc.

ii) If the incident is a second serious offence then the bully will be confronted as above, they will receive an appropriate increased sanction and the child's parents/carers will be informed.

iii) If there is a further incident, a meeting with the parents/carers will be arranged where joint home/school strategies can be agreed in order to modify the 'bullying' behaviour

iv) If the bullying behaviour continues Ysgol Bro Caereinion will implement level two.

Level 2 Using Outside Agencies

In incidents where bullying behaviour continues despite the best efforts of Ysgol Bro Caereinion and the parents, help and advice will be immediately sought from Local Education Authority and beyond. This might involve LEA advisers, educational psychologists, social workers etc.

Ysgol Bro Caereinion will then act on the advice received, informing, involving and seeking support from those parents/carers directly involved.

Confidentiality will be maintained throughout this process.

In the very rare circumstances when the above procedures fail to resolve the problem we will implement level three.

Level 3 Exclusion

In some very serious circumstances, the Headteacher may take the decision to exclude the bully/s - subject to the procedures outlined in the Education (No 2) Act, 1986.

This is seen as an action of last resort, when all else has failed.

It is not possible to state how long these procedures will take. However, the procedures outlined in level one and two must be given time to take effect. Depending on the severity of the bullying behaviour, level one and two procedures may need to be implemented very quickly. In very extreme cases, such as threat of a serious physical attack by one child on another, the process may operate in a very short time, i.e investigation (level one), phone call to LEA (level 2) exclusion (level 3), perhaps within half a day.

Appendix 1 – Key questions to resolve issues (restorative practice)

How has that made you feel?



How do you think others felt?



I'm wondering what happened?



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What could we do next?



Appendix 2 - Top tips for dealing with Bullying

If you feel safe,
tell the person to
stop. Walk away.

Tell a **trusted**
adult..
tell, tell, TELL!

Stay with your
friends; people are
less likely to bully
you in a big group.



Call Childline
for advice on
08001111

Remember your
rights.. you have
the right to be
safe!



Try to ignore silly
comments, don't say
anything back.

Article 19

You should not
be harmed and
should be
looked after and
kept safe.

Appendix 3 - Top tips for dealing with Cyberbullying

Protect your accounts, never share your passwords.

Tell a **trusted** adult..
tell, tell, TELL!

Save the evidence.

Call Childline for advice on 08001111



Remember your rights.. you have the right to be safe!

Try to ignore silly comments, don't say anything back.

Article 19
You should not be harmed and should be looked after and kept safe.

