Anti-Bullying Policy

Policy status
Statutory with annual review

Consultation
This policy was established in consultation with pupils, all school staff, parents, the Governing Body, LA Advisers and external agencies (our Police Liaison Officer; PC Gareth Williams)

What is Bullying?
"Behaviour by an individual or group, repeated over time, which intentionally hurts others either physically or emotionally."

~ "Challenging Bullying. Rights, Respect, Equality: Guidance for Parents and Carers"
Welsh Government, 2019

Purpose
Aims:
- To fulfil the school's statutory responsibility to respect the rights of children and to safeguard and promote their welfare.
- To clarify the school's responsibility for responding to incidents of bullying and to emphasise to all school staff, pupils and their parents/carers the school's attitude towards bullying behaviour.
- To promote a school ethos in which each pupil is safe and able to realise their full potential.
- To address the problem of bullying and to bring it under control through the implementation of whole-school policy and procedures.
- To reassure parents and carers that school takes their children's welfare seriously.

Objectives:
- To develop and implement an anti-bullying policy based on a consistently implemented whole school approach
- To raise awareness amongst staff, parents/carers and pupils about the issue of bullying and the school's attitude towards it
- To create an environment in which bullying is seen as inappropriate and unacceptable.
- To be proactive in the prevention of bullying.
- To make pupils, parents/carers and staff aware of what steps to take when an incident of bullying occurs.
- To demonstrate to bullies that their behaviour is unacceptable and to reassure targeted individuals that action will be taken to keep them safe.
- To accurately record all incidents of bullying and to monitor the effectiveness of strategies for bringing it under control.
- To address with bullies their problematic behaviour in a fair and firm, non-oppressive manner, and to provide them with support to enable them to change their behaviour.
- To consider the linguistic requirements of pupils and parents/carers where English is not their first language.

Roles and responsibilities of school staff
- Apply the school's policy consistently when episodes of bullying are witnessed or reported.
- Reinforce the message to children that bullying is unacceptable and will take positive action to prevent and control it.
- Highlight issue of bullying and the promotion of positive behaviour through:
  - ✓ School prospectus, newsletters, Parents' Evenings, Focus Week (Anti-Bullying Week – Autumn Term), Collective Worship
  - ✓ Circle time, class discussions, and cross-curricular activities
- Seize opportunities to reward co-operate behaviour and highlight positive behaviour
- Offer additional support and guidance through our Nurture sessions (ELSA, TIS) to vulnerable pupils/victims/bullies.
- Give advice and support to those who bully.
- Teach strategies to enable bullies to modify their unacceptable behaviour and to prevent further incidents.

- Supervise and keep a watchful eye to reduce the risk of bullying incidents at possible flash points during the school day (lunch and break times and the beginning and end of the school day).
- Recognise possible signs of bullying:
  - ✓ Reluctance to come to school
  - ✓ Lateness or hanging back
  - ✓ Wish to change school routines
  - ✓ Lack of appetite or persistent inability to sleep
  - ✓ Lack of enthusiasm for any activities, even for class 'treats'
  - ✓ Avoidance of specific activities or situations e.g. PE, Playtime, etc.
  - ✓ Withdrawal from social activities
  - ✓ Being distracted, jumpy or forgetful
  - ✓ Underachieving or demonstrating changes to normal achievement patterns
  - ✓ Asking for money or making unusual demands
  - ✓ Psychosomatic illnesses or non-specific pains
- Listen to pupils when they speak about incidents of bullying which they experience or of which they may be aware.
- Treat other adults and children with courtesy and respect
- Model appropriate and acceptable behaviour.
- Log all incidents of bullying in school Bullying Log
- To notify the Governing Body and outside agencies in cases of a serious nature (LA, police, Social Services)

Roles and responsibilities of parents/carers
- Share their concerns with school at the earliest opportunity
- Be prepared to work with school to keep their children safe in future. **All expressions of concern will be taken seriously and investigated thoroughly**.
- Co-operate with the school if they are informed of any incident
- Be prepared to become involved in the management of any bullying problem and the prevention of further incidents.
- Parents/carers are able to complain to the Headteacher, in the first instance, if they are unhappy with the way the school has investigated an alleged incident of bullying
- If parents/carers consider the issue to be unresolved then they have the right to inform the Governing Body through the Chair of Governors

Roles and responsibilities of the Governing Body
- To support the school in its policy towards bullying
- To treat each other, staff, children and parents with courtesy and respect and will model appropriate and acceptable behaviour.
- To investigate incidents of bullying that a parent feels has not been addressed adequately by the school
- To report on any findings directly to the parents/carers concerned
- To notify outside agencies in cases of a serious nature (LA, police, Social Services)

Implementation
- All staff involved in the teaching and supervision of children will take responsibility for addressing incidents which fall with the school's definition of bullying and ensure that the individual receives support. All incidents will be recorded in the Bullying Log
- All children need to be aware that they need to tell staff of any incidents or concerns and that action will be taken when bullying is reported.

Incident management
Actions taken will include:
- Speaking to the individual pupils involved in any reported incident of bullying
- Speaking to the parents/carers of both the alleged bully(ies) and targeted individual(s)
- Referring serious incidents to the Headteacher **Mrs Sian Wilkinson** promptly

- Inviting the parents/carers of the pupils involved into school to discuss the incident
- Implementing appropriate action swiftly

Support for the targeted individual

- The school will offer a proactive, sympathetic and supportive response to children who are the targeted individuals of bullying.
- The exact nature of the response will be determined by the particular child's individual needs and may include:
    - ✓ immediate action to stop the incident and secure the child's safety
    - ✓ positive reinforcement that reporting the incident was the correct thing to do
    - ✓ reassurance that the targeted individual is not responsible for the behaviour of the bully
    - ✓ strategies to prevent further incidents
    - ✓ sympathy and empathy
    - ✓ counselling
    - ✓ befriending
    - ✓ assertiveness training/raising self esteem
    - ✓ extra supervision/monitoring
    - ✓ creation of a support group
    - ✓ peer mediation/peer mentoring
    - ✓ informing/involving parents/carers
    - ✓ adult mediation between the perpetrator and the targeted individual (provided this does not increase the targeted individual's vulnerability)
    - ✓ arrangements to review progress

Support for the bully

- The school takes bullying behaviour very seriously and will adopt a supportive, pragmatic, problem-solving approach to enable bullies to modify their behaviour.
- We believe the positive use of sanctions can be useful in demonstrating to bullies that their behaviour is unacceptable and in promoting change.
    - ✓ rewards/positive reinforcement for children in order to promote change and bring unacceptable behaviour under control
    - ✓ immediate action to stop an incident of bullying in progress
    - ✓ engagement with the bully to reinforce the message that their behaviour is unacceptable
    - ✓ loss of lunch/break time privileges
    - ✓ detention
    - ✓ removal from class/group
    - ✓ parents/carers informed
    - ✓ counselling/instruction in alternative ways of behaving
    - ✓ referral to social inclusion service
    - ✓ mediation between the perpetrator and the targeted individual (if agreeable)
    - ✓ fixed periods of exclusion
    - ✓ permanent exclusion (in extreme cases which may involve violence)

Arrangements for policy monitoring and evaluation

- Each incident of bullying falling within the school definition will be recorded in the school Bullying Log. All incidents are recorded on Incident Forms kept on the school One Drive, incidents in class are recoded on Incident Forms saved on the school One Drive
- A named person being **Mrs Sian Wilkinson** as Headteacher will be responsible for the monitoring, review, evaluation and reporting processes inherent within this policy.
- Following the consultation with pupils, parents/carers and staff an annual report will be made to the Governing Body which will highlight the extent of the incidents occurring and detail any trends which may have emerged. This information will be available to parents/carers on request.

- Staff and Governors will evaluate the effectiveness of the policy and agree adjustments that may be necessary to address any ongoing concerns. These will be shared with staff, parents/carers and pupils.

Useful Links

Rights, respect, equality: guide for children

https://gov.wales/rights-respect-equality-guide-children

Rights, respect, equality: guide for young people

https://gov.wales/rights-respect-equality-guide-young-people

Rights, respect, equality: guidance for parents and carers

https://gov.wales/rights-respect-equality-guidance-parents-and-carers
https://gov.wales/sites/default/files/publications/2019-11/rights-respect-equality-statutory-guidance-for-governing-bodies-of-maintained-schools.pdf
https://gov.wales/sites/default/files/publications/2019-12/anti-bullying-briefing-pack-question-and-answers.pdf