



Anti-bullying Policy

ADOPTED ON: 15/03/2022

Signed by Chair of Governors

Article 19:

You should not be harmed and should be looked after to keep safe.

Article 28:

You have the right to learn and to go to school.

Anti-bullying Policy

What is Bullying?

Bullying is defined as the behaviour by an individual or group, usually repeated over time that intentionally hurts others either physically or emotionally.

Bullying is expressed through a range of hurtful behaviours: it can happen face-to-face or in the digital environment. It can be carried out by an individual or group but is generally executed in front of an audience to assert power or popularity. It may involve an element of secrecy so that adults are not aware of it.

Bullying differs from an argument, a fight or friendship fallout in that it:

- is deliberate or intentional
- is generally repeated over time
- involves a perceived imbalance of power between perpetrator and target
- causes feelings of distress, fear, loneliness, humiliation and powerlessness

Our Intention

At Ysgol Gynradd Gymraeg Trebannws, challenging bullying is a key priority so that every person has a right to feel safe, secure and are supported to achieve their full potential. We recognize the effects that bullying can have on pupils' feelings of worth and on their school work, and the school community will actively promote an anti-bullying environment. All young people have a right to an education and to be treated equally. Therefore, bullying of any sort is unacceptable and will be taken seriously, recorded and monitored.

Aims

- To provide a learning environment free from any threat or fear.
- To reduce and to eradicate wherever possible, instances in which pupils are made to feel frightened, excluded or unhappy.
- To establish a means of dealing with bullying, and of providing support to pupils who have been bullied.
- To ensure that all stakeholders are aware of the policy and that they fulfil their obligations to it.

Types of Bullying

Bullying can take many forms including

a) PHYSICAL

A child can be physically punched, kicked, hit, spat at, etc.

b) VERBAL

Verbal abuse can take the form of name calling, insulting and making offensive remarks. It may be directed towards gender, ethnic origin, physical/social disability, or personality,

etc.

c) **EXCLUSION**

A child can be bullied simply by being excluded from discussions/activities, with those they believe to be their friends.

d) **DAMAGE TO PROPERTY OR THEFT**

Pupils may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hands over property to them.

e) **RACIST**

Pupils may be exposed to racist remarks.

f) **SEXUAL**

Pupils may be exposed to unwanted physical contact or comments of an unwelcome sexual nature.

g) **HOMOPHOBIC**

Pupils could be exposed to name calling, making offensive comments.

h) **CYBER**

Pupils could be exposed to harassment, alarm, distress or humiliation that uses Internet – related and telephone technology.

Bullying can relate to:

- SEN or disabilities
- Sexual orientation: lesbian, gay, bisexual, transgender (trans) or questioning (LGBTQ)
- Ethnic minority
- Religious background
- Those who are new to English or Welsh based educational systems
- emotional health and well-being issues

CREATING AN ANTI-BULLYING CLIMATE IN SCHOOL

Our school's Behaviour Policy explains how we promote positive behaviour in school to create an environment where pupils behave well; where pupils take responsibility for each other's emotional and social well-being and include and support each other. Our aim is to create a climate where bullying is not accepted by anyone within the school community.

Our curriculum will be used to:

- Raise awareness about bullying and our anti-bullying policy.
- Increase understanding for victims and help build an anti-bullying ethos.
- Teach pupils how constructively to manage their relationships with others.

Circle Time, role-play and stories will be used to show what pupils can do to prevent bullying, and to create an anti-bullying climate in school.

Dealing wit Bullying

Should incidents of bullying occur they should be dealt with according to the following protocol:

- All children's and parents' concerns around bullying are taken seriously.
- Incidents of bullying will be investigated, talking separately with all children involved.
- If staff witness or believe bullying behaviour or believe that behaviours may be indicative of, or lead to bullying, then they should record these incidents using the appropriate form (Bullying Log). The log should immediately be handed to the head teacher or deputy.
- Class teachers of all children involved are made aware of the log.
- If parent report incidents of bullying not witnessed or reported at the time in school, then a note is made electronically in the parental concern file by the head teacher or deputy on the secure Y-Drive and staff are made aware to be watchful of the situation.
- Staff should not report an incident as 'bullying' just because children or other adults have chosen to describe it as such. Behaviour not characterized as described above, but serious enough to warrant recording should be recorded on SIMS.

Staff Must:

- remain calm; you are in charge. Reacting emotionally may add to the bully's fun and give the bully control of the situation
- take action as quickly as possible
- reassure the victim(s), don't make them feel inadequate or foolish
- offer concrete help, advice and support to the victims
- encourage the bully to see the victim's point of view
- use the range of sanctions outlined in our Behaviour and Discipline Policy
- explain clearly any punishment and why it is being given
- inform both sets of parents calmly, clearly and concisely and reassure both sets of parents that the incident will not linger on or be held against anyone.

Children need to:

- Remember that your silence is the bully's greatest weapon!
- Talk to a member of staff and your parents.
- Tell yourself that you do not deserve to be bullied, and that it is WRONG!
- Be proud of who you are.
- Try not to show that you are upset and go straight to a member of staff.
- Stay with a group of friends/people.

- Be assertive – tell the bully you don't like their behavior.
- Avoid fighting back as it makes things worse.
- Teachers will take you seriously and will deal with bullies in a way which will end the bullying and will not make things worse for you.

Parents need to:

- Look for unusual behaviour in your children. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunch time was spent etc.
- If you feel your child may be a victim of bullying behavior, inform the School IMMEDIATELY. Your complaint will be taken seriously and appropriate action will follow.
- It is important that you advise your child not to fight back as it can make matters worse!
- Tell your own son or daughter there is nothing wrong with him or her and it is not his or her fault that they are being bullied.
- Make sure your child is fully aware of the school policy concerning bullying, so that he/she will not be afraid to ask for help.
- Encourage children to speak to their class teacher.

EVALUATION

Our Bullying policy will be kept under regular review involving both teaching and associate staff, pupil and parents via questionnaires and governors.
A formal review will be undertaken every two years.

CONCLUSION

This policy should be read in conjunction with other relevant policies for our school e.g. Safeguarding and Child Protection, Behaviour and Discipline Policy, ALN Policy, ICT Policy, Attendance Policy, Equal Opportunities Policy.

Designation / Name	Signature	Date
Chair of Governors		??/??/??
Headteacher		

Review Date	?????
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Bullying Log

Name of Child:	Year Group:	Date:
Details of Reported Incident:		
Strategies Employed:		
Name:		
Position:		
Date:		
Signature:		