



Blaendulais Primary School

Anti Bullying Policy



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

Introduction

All children, whatever their race, sex, beliefs, and physical and mental abilities, have the right to grow up unharmed, to have the opportunity to develop fully and to have their basic needs met. They should be respected in body and mind, and their safety and well being ensured, and their personal dignity guaranteed. The responsibility to protect the rights of children rests with us all, and this is particularly so in respect of bullying where an approach which involves the whole school is essential.

These sentiments are reflected in the WG circular no. 23/2003 'Respecting Others: Anti-Bullying Guidance', The Equality Act 2010 and Guidance document No: 050/2011 and in accordance with this, along with the use of Estyn best practice, all staff at the school believe that children have the basic right to receive education in a caring, supportive and safe environment, free from oppression, humiliation and abuse.

Research bears out the conclusion that in every school; there is the potential for some pupils to engage in cruel practices and negative behaviour towards their peers. The fact that incidents of bullying have not been reported to staff does not mean they are not happening. It is therefore the duty of every member of staff to remain vigilant and ensure that learning takes place in an atmosphere, which is caring and positive.

Aims of Policy

This Policy is to be used in conjunction with the schools' Positive Relationships and Behaviour Policy. The purpose of promoting, supporting and maintaining this policy is to guarantee that children feel safe, secure, confident and happy within the Blaendulais Primary School environment and understand that any concerns they have are being addressed with care and consideration. Denying that bullying occurs in a school only makes it harder for children to tell you that there is a problem. The Blaendulais Primary School community is therefore committed to:

- ✓ **Prevention** - sending out a clear message that negative behaviour is anti social, unacceptable and will not be tolerated by the school.
- ✓ **Promoting a positive ethos** within our school, which fosters the development of skills and self esteem of young people, will therefore be our goal raising awareness - by making pupils, staff and parents aware of the different forms of bullying, and having clear statements of responsibility for pupil care and welfare.
- ✓ **Sharing information** - by encouraging pupils to confide in staff and or parents / carers, having clear procedures for dealing with matters of concern.
- ✓ **Developing procedures** - by having clear lines of communication and referral for incidents and information, and referring the matter to relevant staff.
- ✓ **Monitoring** the situation - by ensuring that all staff are vigilant and that the policy is reviewed on a regular basis, and responding in an appropriate manner to all concerns that are raised.
- ✓ **Support** - providing young people who have experienced bullying with the support they need.

What is Bullying?

Evidence from various different sources confirms that the phenomenon of bullying can occur at any time during a child's school career. Some types of bullying can have a racist or discriminatory motivation, where children are targeted for somehow appearing to be different or not conforming to an unwritten code of ethics / image. Often this can revolve around Ethnicity, Culture, Class, Religion and Disability factors. However this is not always the case and it is sometimes unclear why some children experience harassment.

Bullying can be defined as - a deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully. It can be an unresolved single frightening incident which casts a shadow over a child's life or a series of such incidents.

Either an individual child or a group can inflict the distress or hurt. Bullying behaviour can take many forms, including the following:

- Emotional hurt - children are repeatedly excluded (ignored), tormented (unpleasant gestures, looks), humiliated or ridiculed.
- Verbal hurt - sarcasm, racist abuse, spreading malicious rumours, persistent teasing, threats and name calling.
- Physical hurt - kicking, punching, pushing, spitting, biting and any other forms of violence or assault including:
- Sexual bullying - unwanted physical contact or suggestive remarks.
- Material hurt - having possessions damaged, stolen or removed.

Verbal and emotional practices are the most common ways of devaluing an individual. However, all are equally serious and there is no hierarchy of most - to- least concerning, as each individual will experience profound distress, regardless of how the bullying is carried out. Some of the outcomes of bullying an individual can experience include physical and psychological abuse of their persons, isolation and loneliness, insecurity, anxiety and fear. This can often predictably have a negative effect on academic achievement. Studies also suggest that long term effects of being bullied can occur, leading to difficulties in personal relationships and low self-esteem in adult life.

However, bullying affects everyone - not simply the victims and the instigators. It also has an influence on other children who may witness violence, aggression and the distress of the victim. It may damage the atmosphere of a class and even the school environment. What is more, less aggressive pupils may be drawn in to the negative behaviour through peer group pressure.

The School also benefit from some additional support when devising preventative and responsive measures to different types of identity-based bullying. To this end, the use of type-specific anti-bullying guidance from the WG includes:

- bullying around race, religion and culture
- bullying involving learners with special educational needs and disabilities
- homophobic bullying
- sexist, sexual and transphobic bullying
- cyberbullying

Whole School Approach

All members of the school community have a responsibility for preventing and addressing bullying. As a school community at Blaendulais Primary School, we will attempt to eliminate this problem by:

- Developing an appropriate ethos - **Bully proofing our School.**

We acknowledge that a poor educational environment and school ethos can have a detrimental influence on behaviour. Staff will therefore endeavour to ensure there is an emphasis on promoting positive behaviour, creating a culture of praise, social awareness and a healthy work ethic in the school. We will seek to do this by using the following strategies to reduce bullying:

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