



Cilffriw Primary School

Anti-Bullying policy

Reviewed on:	30.3.23
Signed by Headteacher:	<i>M. Quin</i>
Signed by Chair of Governors:	<i>D. Jones</i>
Date of next review:	March 2024

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ANTI-BULLYING POLICY

“Bullying is aggressive or insulting behaviour by an individual or group, often repeated over a period of time, that intentionally hurts or harms.”

(Tackling bullying in schools: A survey of effective practice – Estyn 2006)

Bullying is wrong and damages individual children. In this school we will do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying.

This policy aims to produce a consistent school response to any bullying incidents that may occur. Bullying should be dealt with as a whole-school issue.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person’s responsibilities with regard to the eradication of bullying in our school.

Bullying can take many forms but the main types are:

- Emotional – being unfriendly, excluding, tormenting (e.g. hiding possessions, threatening gestures).
- Verbal – name calling, sarcasm, spreading rumours, teasing.
- Physical – pushing, kicking, hitting, punching or any use of violence.
- Racist – racial taunts, gestures.
- Sexual – unwanted physical contact or sexually abusive comments.
- Homophobic – because of, or focusing on, the issue of sexuality.
- Indirect – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, sending malicious messages on mobile phones.

Procedures

- Children should be encouraged to tell a member of staff immediately if an incident occurs.
- Each case will be thoroughly investigated and recorded, with information from both the victim and the aggressor, and any witnesses..
- Parents of both victim and aggressor should be informed and the situation discussed.
- In some cases outside agencies e.g. police schools liaison officers, will be involved.

Strategies Against Bullying

Staff should always seek to:

- provide opportunities for groups to discuss bullying e.g. through story books, videos and/or circle time.
- teach social awareness as part of PSE curriculum and SEAL
- reinforce non aggressive behaviour
- tackle inappropriate racist and sexist language and actions
- encourage social skills as part of the daily routine.
- include Anti-Bullying on the agenda at School Council meetings

The Role of the Governors

The Governing Body supports the Headteacher in all attempts to eliminate bullying from the school. The Governing Body will not condone any bullying, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

A parent who is dissatisfied with the way that the school has dealt with a bullying incident can ask the Chair of Governors to look into the matter. The Governing Body will respond within ten days to any request from a parent to investigate incidents of bullying. In all cases, the Governing Body will notify the Headteacher, and ask her to conduct an investigation into the case, and to report back to a named representative of the Governing Body.

The Role of the Head Teacher

It is the responsibility of the Headteacher to implement the school Anti-bullying Policy and to ensure that all stakeholders are aware of the school policy, and know how to identify and deal with incidents of bullying.

The Headteacher will report to the Governing Body about the effectiveness of the anti-bullying policy on request.

The Headteacher will ensure that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. For example, if an incident occurs, the Headteacher may decide to use an assembly as the forum in which to discuss with other children why this type of behaviour is wrong.

The Headteacher will ensure that all staff receive sufficient training to be equipped to identify and deal with all incidents of bullying.

The Headteacher will encourage a school climate of mutual support and praise for success, so making bullying less likely. When children feel that they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

Reviewing the Policy

The Headteacher and staff will monitor the effectiveness of this policy on a regular basis.

The Governing Body will review this Policy annually or earlier if necessary.