

Ysgol Gynradd Meidrim Primary School



Anti bullying policy

What Is Bullying?

Bullying is the use of “aggressive or insulting behaviour by an individual or group, often repeated over a period of time that intentionally hurts or harms, with the intention of hurting another person.” (*Tackling bullying in school : a survey of effective practice – Estyn 2006*)

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical spitting, pushing, kicking, hitting, punching, any use of violence and destroying or stealing property
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments against sexual orientation
- Verbal name-calling, sarcasm, insults, spreading rumours, malicious accusations, teasing, making offensive remarks.
- Written Sending notes
- Indirect Exclusion from social groups, ostracising or marginalising individuals from their friends and normal relationships
- Special Needs Bullying on the basis of Special Educational Needs (SEN), a disability or long term health condition

It is the responsibility of the teaching staff and head teacher to determine an act of bullying and apply the policy accordingly.

Our aim

We aim to provide a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere.

We work to achieve this by:

- Constantly re-enforcing bullying is unacceptable through assemblies, circle time, newsletters and meetings with children and parents,
- Regularly addressing bullying issues both real and through stories in assemblies, story time, display etc.
- Focusing on bullying issues through a whole school focus
- Providing opportunities for children to report bullying incidences which either affect themselves or which they have seen/heard
 - to their peer group mentors
 - to their class teacher or the school’s Headteacher
- Investigating all allegations of bullying whether threatened or actual and being seen to take action where it is needed.
- Supporting parents and pupils when bullying is reported.
- Working to help the child who has been bullied to regain their confidence and self esteem
- Working to help the bully/bullies to change their behaviour

Bullying of any kind is unacceptable in school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a **TELLING** school. This means that *anyone* who thinks that bullying is happening is expected to tell the staff. The School will regularly consider what being a **TELLING** school means.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- starts to wet the bed
- cries/becomes ill on a Sunday
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is reluctant to say what's wrong
- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Strategies for the School

We deal with bullying as a whole school issue and have a zero tolerance to it. We will investigate all incidences of bullying or all allegations that happen within the school context. Sometimes the word "bullying" is used when in reality there has been an upset or fall out between friends. We always take care to investigate this thoroughly.

We will reinforce bullying and the effects of bullying through various areas of the curriculum:

- PSE [Well-being sessions]
- Teaching groups
- Creative writing in English lessons
- Drama
- History
- Religious Education

We use a range of strategies within school to identify and reduce bullying. These include:

- Co-operative group work – from age 4
- Circle Time from age 4
- School Council
- Playground Pals/Buddies
- General displays about bullying and what to do
- Stories/input in whole school and class assemblies and opportunities to discuss bullying issues
- Continually send out the message that bullying in any form will not be tolerated and there will be consequences
- Re-inforce that we are a *TELLING* school and children are openly encouraged and expected
- to tell an adult or peer group mentors of any bullying incident they are involved in or know of

Strategies for Parents

Parents will be informed of any incident where their child is involved in bullying. The school will also endeavour to keep parents informed about bullying by:

- School Prospectus
- School web site
- Asking parents to inform the school as soon as any type of bullying comes to light. This can be by personal visit, letter, telephone call, e mail etc.
- Assuring parents that all allegations of bullying will be investigated thoroughly.

If a parent has a concern about a bullying issue then it will be necessary to talk to an appropriate person, this should initially be the Class Teacher if appropriate, but the Headteacher is always available, by appointment, to discuss any concerns with parents.

If parents feel their concerns are not being addressed they have the right to:

1. Use the school's Anti-Bullying policy to see if agreed procedures are being implemented
2. Make an appointment to see the Headteacher
3. Discuss your concerns with a Governor
4. If this does not help write to the Chair of Governors explaining your concerns
5. Contact the LEA who will be able to ensure that the Governors respond to your concerns
6. Contact local or national parent support groups for advice

Strategies for Pupils

As a “**Telling School**”, children in school have several ways to voice their concerns:

1. Circle Time
2. School Council
3. Worry box – Bocs Pryderon
4. Playground Pals /Buddies
5. Class Teacher
6. Learning Support Assistant
7. Any other member of staff – eg. lunch time supervisor, cook
8. Headteacher

The issue of bullying is visited regularly with children via:

1. P.S.E. lessons [Well-being]
2. Whole School assemblies
3. Class discussion/circle time
4. General displays around school.
5. Posters

Procedures

Once an allegation of bullying has been received, a member of staff in school should log the allegation in the incident book. The matter if not already will then be in the first instance handed to the class teacher. The Headteacher is then notified by the class teacher when an allegation has been made.

- Investigate the incident as soon as possible, speak to all parties involved
- Ascertain whether it is a bullying incident as defined in the preamble to this policy and not just a falling out, misunderstanding or upset between peers.
- Apply the school’s procedures as described in the schools Behaviour and discipline policy.
 1. Bully verbally apologising to the victim
 2. Forfeiting a break time and child to write an apology to the victim and complete a Thinking about my behaviour form to reflect on their behaviour
 3. Notify the parents of the bully.
 4. Complete a Behaviour incident form and file it on the central file even if bullying is not determined
- A further incident with the same child or other reported incidences of the bullying of other children should be referred to the Headteacher for further action. This may include:
 1. Contacting parents
 2. Loss of break or dinner time play activities, via Lunchtime club support
 3. Going home for dinner
 4. Referral to Special Educational Needs Coordinator (SENCO)
 5. Referral to Carmarthenshire Mediation/ Behavioural Team
 6. Fixed Term Exclusion
 7. Permanent Exclusion

Prevention

We will provide as many opportunities as possible to continue to identify and discuss bullying and its effects as openly as possible in school.

We will continually send out the message that we will adopt a Zero tolerance to any form of bullying and there will be consequences.

We will reinforce that we are a **TELLING** school and children are openly encouraged and expected to tell an adult or buddy of any bullying incident they are involved with or know of. It is understood that the age of the child will at times determine the actions adopted by the school in handling an allegation of bullying.

This policy was agreed at a staff meeting held on **12th September 2013**

The draft policy was presented to the children during whole school assembly for their input on **19th September 2013**

It will be discussed by the Governing Body at their next meeting in **15th October 2013**

N.B. Acknowledgement to KIDSCAPE and the Local Safeguarding Children's Board, Carmarthenshire, ESTYN and Welsh Assembly Government checklist in the formulation of this policy.

Anti bullying policy reviewed and updated September 2016

Next review date AutumnTerm 2017