



Ysgol Y Faenol Bodelwyddan

Anti -Bullying Policy

Reference: 10ii
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Approved: YES

Policy and Guidelines for Anti-Bullying

(As part of the school's policy for Personal and Social and Health Education and Behaviour and Discipline Policy)

1. Introduction

At Ysgol Y Faenol, the staff and governors take the issue of bullying extremely seriously. It is our belief that **all children** should receive their education free from humiliation, oppression and abuse. Every person who is part of Ysgol Y Faenol has a responsibility to take care of each other.

2. How do we define bullying ?

One of the most difficult aspects surrounding the whole issue is exactly what do we mean when we talk about bullying. For example, one person's idea of teasing or 'horseplay', might someone's idea of being picked on or being victimised.

For our purposes, we define bullying as follows:

'Bullying is the persistent, deliberate and unprovoked use of force, aggression and/or intimidation. It causes physical, emotional or mental hurt to the victim and it violates a person's freedom and basic rights. It can be carried out by an individual or a group on another individual or group.'

Some examples of behaviour depend on the context in which they take place as to whether or not they constitute bullying. However, the following examples of behaviour, when carried out within the context of our definition can be seen as bullying:

- Hitting and kicking
- Hair pulling
- Mimicking
- Blackmailing
- Pushing or tripping people
- Saying disparaging things about family, clothes, appearance, intelligence etc.
- Comments regarding a person's race or religion, or a disability
- Threatening or intimidating e.g. 'I'm going to get you after' etc.
- Calling names
- Spreading rumours
- Damaging someone's property
- Excluding or ignoring someone

Bullying is not when two people have an occasional argument, disagreement or fight. Children, as we all know, can be nasty to each other at times!! We need to be careful to differentiate normal 'childish or rough' behaviour from more serious, systematic bullying.

3. School Procedures for Preventing Bullying

All educational establishments need to be pro-active in trying to prevent bullying occurring in the first place. At Ysgol Y Faenol, the staff and the governing body view bullying as being detrimental to the ethos of the school and therefore against everything we are working towards.

In order to reinforce our policy against bullying, we have developed the following:

Positive Strategies to Counter Bullying

- (a) The school is committed to a whole school approach against bullying. The prevention of bullying is a common concern throughout the school. Everyone involved with the school, whether they are pupils, staff, governors or parents, are all 'bully intolerant' and do their best to promote the ethos and aims of this policy and the school in general.
- (b) Classroom practice and the curriculum are used positively as a means of raising the awareness of the issue and in gaining an understanding of the issues. The school will:
 - Teach children to work and play co-operatively
 - Teach children about cause and effects and right and responsibilities
 - Teach children that you don't lose face if you apologise
 - Teach children to be more assertive
 - Teach children that it is always best to tell the truth straight away
 - Teach children to think about their own behaviour towards others
- (c) We regularly use assemblies and outside agencies to promote the aims of the school's policy.
- (d) Any incidents of bullying will be reported to the staff of the school in order to help monitor the situation and prevent any further occurrences.
- (e) Incidents of bullying will be reported to the governing body by the head teacher.
- (f) Where occasions present themselves, we will intervene positively
For example:
 - Using opportunities for teaching and learning when minor disagreements occur between children.
 - Making the policy and disciplinary steps clear
 - Being consistent and persistent in dealing with any problems
 - Using appropriate opportunities to reward good behaviour and encourage positive attitudes and responsibility.
- (g) We will try to ensure that appropriate play equipment is available for all children at break and lunch times.
- (h) We will always ensure that children are properly supervised during lesson and break times.

(4) How we deal with bullying

Sometimes, bullying is not immediately apparent to staff or parents. Indeed, often there is nothing in a child's behaviour which indicates that the child is having a problem of some kind. Staff are always vigilant for signs. Children are always encouraged to report matters if there are problems or if they have worries. Staff and parents need to provide reassurance and support for children in this situation. We can do this by:

- Making it known to all children and parents, that the school takes any accusation of bullying extremely seriously

- Making it known to all children that if they have a problem, staff are prepared to listen and want to help in any way they can
- Ensuring that victims of bullying are handled with care and sensitivity
- Dealing effectively with bullies and ensuring that any situation within school is stopped immediately

(i) The Course of Action

- Where an accusation of bullying has taken place, the first step is to report this to the head teacher. This may be done verbally, for example by a child, member of staff or parent, or by letter if this is more appropriate in the situation.
- This accusation will then be investigated by the head teacher with the co-operation of the staff. Where appropriate, the children involved, both victim(s) and bully(s) will be questioned so as to ascertain the nature and seriousness of the allegation.
- Where the head teacher and staff feel that there has been an incident of bullying (i.e. a persistent behaviour of the kind previously described) then the bully(s) will be kept away from the child they have bullied and the parents of children involved will be invited into school to discuss the matter.
- Where incidents are substantiated or admitted, the bully(s) will be expected to apologise to the victim. Their behaviour within school will then be closely monitored by all staff. Where appropriate, there may be a loss of privileges. A letter will also be sent to the parents, advising them that any repetition may result in more serious action.
- Further instances of bullying or inappropriate behaviour will result in some or all of the following sanctions:
 - Being kept in during break times and lunch times
 - A report form will be kept which will closely monitor the child's behaviour, attendance, punctuality and efforts at work
 - A behaviour contract which would be signed by the child and his/her parents outlining what standards of behaviour are expected
 - Further loss of privileges e.g. school trips, theatre visits etc.
 - Involvement of Denbighshire's Educational Social Work team
- If these sanctions have no affect and the child(ren) continue to bully others, this may lead to more serious sanctions e.g. exclusion from school for a period of time.

Obviously, we would hope and expect that any incidents could be dealt with quickly, easily and to the satisfaction of all concerned. However, when any incidents continue to cause problems, the school will not hesitate to use all the sanctions available to us in an effort to keep the school a happy, safe and secure environment for all children.

(ii) Bullying out of school

Very often, we find that problems parents report to us occur out of school hours and off school

premises. Whilst such incidences are obviously not the school's responsibility, these matters do have repercussions. For example, poor standards of behaviour of one or two individuals out of school, often unfortunately reflect on all the children in school. Occasionally incidents taking place in the community, often reoccur or 'flare-up' once the children come into school.

If any child experiences a problem out of school with any individual(s), it would be helpful if parents could notify the school so we can monitor any potential future issues.

(5) Roles of Responsibility in Relation to Bullying

Everyone involved with Ysgol Y Faenol has a part to play in preventing bullying. However, in order for any policy to be effective, it's necessary for everyone involved to have a clear idea about their responsibilities in preventing and/or dealing with any incidences and for people to be consistent in carrying out their roles.

Parental Responsibilities

Parents need to:

- Contact school if they are aware that bullying is taking place, whether it involves their child or not
- Encourage their children NOT to be aggressive with others
- Support the school if action needs to be taken, whether it's their child that is the victim or the bully.

Pupil Responsibilities

Pupils need to:

- Tell staff that they are being bullied, or inform that another person is being bullied
- Trust staff and parents that if they tell someone about a problem, action will be taken
- Not stand by and do nothing when another person is bullied
- Try to be helpful and kind to all people at all times
- Accept sanctions if found to be bullying and make the effort to change

Teacher Responsibilities

Teachers need to:

- Be familiar with the school's policy and procedures and adhere to them
- Be prepared to listen to children and take allegations seriously. Then to follow them up and investigate matters thoroughly.
- To include within the curriculum, issues regarding bullying
- To always be wary and vigilant of possible bullying behaviour around school

Governor Responsibilities

Governors need to:

- Make sure they are familiar with the bullying policy and its procedures
- Support staff in implementing the policy
- Consider any issues brought to their attention by the head teacher

Lunchtime Supervisor Responsibilities

Lunchtime supervisors need to:

- Be prepared to listen to children and take allegations seriously.
- Report any allegations or suspicions of bullying to the head teacher or deputy head.

- Be conscientious and vigilant while on duty in and around the school

Management Responsibilities

Management need to:

- Fully investigate all allegation or incidents of bullying and use the appropriate sanctions where necessary
- Keep a record of any incidents of bullying and report matters to the governing body
- Ensure the policy and its procedures are adhered to by all staff throughout the school
- Be available for pupils, parents, and staff to discuss any matters of alleged bullying
- The person with overall responsibility for anti-bullying within the school is the head teacher.