

Anti-Bullying Policy

Ysgol Bro Dinefwr – Document Control	
Date Created	22/11/2019
Date Ratified by Governors	29/11/2019
Next Review Due	On or before 29/11/2020

Anti-Bullying Policy

1. Objectives of this Policy

Ysgol Bro Dinefwr's Anti-Bullying Policy outlines what we will do to prevent and tackle bullying. The school operates a zero-tolerance approach to all forms of bullying.

2. Our school community:

- Discusses, monitors and reviews our Anti-Bullying Policy on a regular basis.
- Supports staff to promote positive relationships and identify and tackle bullying appropriately.
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the Anti-Bullying Policy.
- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/ carers in turn work with the school to uphold the Anti-Bullying Policy.
- Seeks to learn from good Anti-Bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate.

3. Definition of bullying

Bullying is: "Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally".

Bullying can include: name calling, taunting, mocking, making offensive comments,; kicking; hitting; taking belongings; inappropriate text messaging and electronic messaging (including through web-sites, Social Networking sites and Instant Messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

4. Forms of bullying covered by this policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- bullying related to race, religion or culture.
- bullying related to special educational needs.
- bullying related to appearance or health conditions.
- bullying related to sexual orientation.
- bullying of young carers or looked after children or otherwise related to home circumstances.
- Sexist or sexual bullying
- Cyber bullying

5. Signs and symptoms of bullying

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 and from school
- Doesn't want to go on a school/public bus
- Begs to be driven to school
- Changes in 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
- Feels ill in the morning
- Begins to do poorly in schoolwork
- 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 frightened to say what's wrong
- Gives improbably excuses for any of the above
- Is afraid to use the internet or mobile phone
- Is nervous and jumpy when a cyber message is received

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

6. Preventing, identifying and responding to bullying

We will:

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the School Council.
- Train all staff to identify bullying and follow school policy and procedures on bullying.

- Actively create “safe spaces” for vulnerable children and young people – *Cyfle* and *Noddfa*.

7. Involvement of pupils / students

We will:

- Regularly canvas children and young people’s views on the extent and nature of bullying.
- Ensure students know how to express worries and anxieties about bullying.
- Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve students in anti-bullying campaigns in schools.
- Publicise the details of helplines and websites.
- Offer support to students who have been bullied.
- Work with students who have been bullying in order to address the problems they have.

8. Liaison with parents and carers

We will:

- Ensure that parents / carers know whom to contact if they are worried about bullying.
- Ensure parents know about our complaints procedure and how to use it effectively.
- Ensure parents / carers know where to access independent advice about bullying.
- Work with parents and the local community to address issues beyond the school gates that give rise to bullying.

9. Procedures

- Pupils should report bullying incidents to any member of staff: their Form Tutor, Teaching Assistant, Classroom teacher, Pastoral Support Officer, Progress Leader or SLT.
- The incidents will be recorded by staff who will pass ongoing issues on to *Cyfle* staff and/or Pastoral Assistant Headteacher.
- In serious cases, parents/carers should be informed and will be asked to come into a meeting to discuss the problem.
- The bullying behaviour or threats of bullying must be investigated, and the bullying stopped quickly
- An attempt will be made to help the bully (bullies) change their behaviour – this could include Emotional Literacy sessions; work with their tutor or Pastoral Support Officers.
- If necessary and appropriate, police will be consulted.

10. Outcomes

- The bully (bullies) may be asked to genuinely apologise. This may take the form of a Restorative Meeting. Other consequences may take place such as detentions and when relevant parents will be informed.
- All staff will be informed of the incident in order to work together to prevent a reoccurrence.
- External agencies may be used to counsel the victim and work alongside the bully/bullies for behaviour patterns to be understood and modified. These could include the Youth Service, Area 43 Counsellor, Educational Psychologist, Police, Youth Offending Team, School Nurse.
- If possible, the pupils will be reconciled using restorative practice. Strategies for improved behaviour will be discussed.
- After the incident(s) have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place
- The bully's parents may be asked to come to a meeting at school.

11. Links with other school policies and practices

This policy links with several other school policies, practices and action plans including:

- Complaints policy
- Behaviour policy
- Confidentiality policy
- PSE Policy
- E-Safety policy

12. Monitoring & review, policy into practice

We will review this policy annually as well as if incidents occur that suggest the need for review. The school uses the guidance by the Welsh Government, Department for Education, Kidscape and the Anti-Bullying Alliance to inform its action planning to prevent and tackle bullying.

13. Responsibilities

This policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying. It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, Senior Managers, Teaching and Non-Teaching staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the school community.
- Pupils to abide by the policy.

The named contact for this policy is: Mrs S Tiddy

This school policy has been developed in line with legal requirements and statutory guidance as highlighted in the Welsh Assembly Government circular 23/2003 Respecting Others: Anti-bullying guidance, and a subsequent document 050/2011 Respecting Others: Anti-bullying overview. Also Working Together to Safeguard Children (2013); Children’s Act (2004), Every Child Matters, Education and Inspectors Act Wales (2006), Equality Act (2010), National strategies on Behaviour and Attendance, National Healthy Schools Programme.

Signed:

Chair of Governors: _____ **Date:** _____

Head teacher: _____ **Date:** _____