

Ysgol Gynradd **Llanidloes** Primary School

Anti-Bullying Policy



This policy was adopted on 4th November 2014

Signed: _____ (Chair of Governors)

Signed: _____ (Headteacher)

Reviewed: September 2015; September 2016; 20th September 2017; 12th September 2018

This policy was written following consultations with staff, pupils, parents and Governors.

Aim

The aim of the school is to provide an education free from humiliation, oppression and abuse.

Definition of Bullying

Bullying is a wilful, conscious desire to hurt, threaten or frighten somebody, either physically or verbally, over a period of time. It can involve physical or verbal attacks, name calling, malicious gossip, damaging or stealing property of the victim, or coercing the victim into acts which she/ he does not wish to do.

The principal forms of bullying are:

Verbal Bullying

- May invite name calling.
- May make use of written notes, e-mails or mobile telephone messages.
- May include threats of physical violence.

Physical Bullying

- Often consists of deliberate jostling, bumping, pushing or shoving. Those responsible may easily maintain that it is accidental when declared for the first time. It is a criminal offence where it involves assault, actual bodily harm or wounding.
- May involve theft or damage to property accompanied by the threat of violence. Not all theft or damage is bullying, but it is where the intention is to create fear and use power improperly.

Manipulative Bullying

- Manipulates social networks with the intention of excluding, ostracizing or marginalizing individuals from their friends and normal relationships.
- Spreads rumours or malicious accusations.

How to recognize the symptoms of bullying

A child may indicate by signs or behaviour that he/she is being bullied. Adults should be aware of the possible signs and 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 phobia)
- begins truanting
- becomes withdrawn, anxious or lacking in confidence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 school work
- comes home with clothes torn or books damaged
- has possessions go "missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"

School Strategies

The school strives to ensure that our pupils are aware of what is bullying. The importance of the following are emphasized regularly:

- respecting others
- respecting property
- showing respect to the wider community
- acting consistently

This is achieved by:

- presentations and daily Assemblies
- activities such as "Circle Time"
- consultation with School Council
- curriculum work in PSE
- working with external agencies e.g. police and school nurse
- Theatre in Education workshops, e.g. Arad Goch

Strategies for Parents

It is important for all to realize that use of racist, homophobic or gender specific abuse often reflects what they have heard adults use. It is vitally important that as adults we provide a good example for our children.

The role of parents includes:

- informing the school if you are aware or suspect bullying is taking place;
- encouraging children to be friendly and tolerant to others and not to be aggressive;

- supporting the school if further action needs to be taken.

If bullying occurs then parents should discuss events with the following in turn until the matter has been resolved satisfactorily:

- class teacher
- headteacher
- a governor
- Chair of Governors

Strategies for Pupils

As a “Telling School” we:

- display posters in school which encourage the children to tell their friends or a member of staff if they are being bullied;
- provide a box by the poster where pupils can give their ideas or complaints anonymously.

The school will discuss all cases of bullying with both the victim and the bully.

Pupils who are being bullied

Members of staff who deal with pupils who have been bullied will always offer reassurance. We will offer support to pupils in consultation with the pupil.

The bully

We will try to change the attitude and behaviour of bullies by emphasizing the importance of a positive attitude towards others.

Procedures

Once bullying concerns have been expressed, these should be dealt with by either the class teacher or the Headteacher. The normal stages would be:

- talk to the bully’s victim;
- talk to alleged bully;
- design coping strategies for the victim to avoid the situation;
- alert teachers and all other adults in the school;
- allow the victim and bully to meet and discuss issues leading to conflict resolution;
- sanctions for the bully - contact home
 - detention
 - use of internal exclusion
 - exclusion

The appropriate stages for dealing with cases of bullying are:

- Stage 1**
- child reports to class teacher
 - apology to victim
 - the child is counselled by class teacher (and headteacher if necessary)
 - possible loss of privileges
 - parents may be informed
- Stage 2**
- controlled by class teacher or headteacher
 - child is given notice that “bullying” and other inappropriate behaviour is being recorded.
 - record is begun containing date and description of incident
 - class teacher and ALNCo counsel child informally
 - parents are involved in counselling
 - collect evidence and decide in consultation with parents if child has an Additional Learning Need. Access to Stage 3 Code of Practice is implemented
- Stage 3**
- controlled by headteacher
 - headteacher/outside agency/ALNCo implement strategies to correct behaviour
 - parents work in tandem with school
 - Chair of Governors is informed and a meeting of all concerned takes place as soon as possible. Suspension and/or exclusion may be considered.

This policy was written in 2013 and will be reviewed annually. It is an integral part of the school’s Child Protection Policy and also the school’s Safeguarding policy.