

Baglan Primary School



Anti-Bullying Policy

Autumn 2019; Adopted 25.11.19

Chair of Governors: Mr L Rees

Headteacher: Mrs N E Morgan

Review Date: Autumn 2022



Article 19: You should not be harmed and should be looked after and kept safe.

Article 28: Your right to learn and to go to school.

Baglan Primary School Ysgol Gynradd Baglan



Anti-Bullying Policy

Bullying is using aggression with the intention of hurting another person.

Bullying results in pain and distress to the victim.

Baglan Primary School is proud of its history and its strong links with the vibrant community to which we belong. We welcome and celebrate every child, helping all children to develop their character and full academic potential. We promote high aspirations and a love of learning through a rich and varied curriculum.

Our children are:

- **Confident and happy;**
- **Respectful;**
- **Friendly, kind and helpful;**
- **Honest and trustworthy;**
- **Enthusiastic;**
- **Creative.**

In order to do this it is vital that pupils, parents, staff and governors are aware of what is considered unacceptable behaviour within our school, what procedures and strategies are in place to deal with incidents of bullying and how the methods intended to keep our pupils safe are monitored.

Definition

Bullying is the use of aggression with the intention of hurting another person. It may be repeated low-level incidents, or one-off extreme incidents involving one or more aggressor. Bullying results in pain and distress to the victim.

Types of Bullying

Bullying can take many forms, but there are four main types:

- Physical ~ hitting, kicking, taking belongings, sexual harassment or aggression.
- Verbal ~ Name calling, insulting, making offensive remarks.
- Indirect ~ spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours
- Cyber bullying via texts or the internet ~ sending abusive mail, e-mail and text messages and abuse of any kind via social networking sites (Cyber bullying refers to bullying through information and communication technologies).

Bullying can be related to:

- Race, religion or culture. This may include bullying of travellers or cultural bullying of particular groups;
- Special educational needs and disabilities;
- Appearance. This may include physical characteristics such as size and weight; body image issues; obvious signs of affluence, or lack of it;
- Health conditions or disability. This may include visible signs of a condition, e.g. eczema or use of equipment to aid disabled pupils.
- Sexual orientation;
- Gender. This may include sexist bullying or sexual bullying;
- Home circumstances. Young carers or looked-after children, or children affected by domestic violence, criminal activity, bereavement, being part of a refugee family, or siblings being bullied by association.

At Baglan Primary, staff, parents and children work together to create a happy, caring, learning environment. Bullying, either verbal, physical or indirect will not be tolerated. It is everyone's responsibility to aim to prevent occurrences of bullying and to deal with any incidents quickly and effectively. Research has shown time and time again that the extent of bullying in schools is greatly underestimated.

It is the basic entitlement of all children to receive an education free from humiliation, oppression and abuse.

Bullying Outside School and Cyber-Bullying

This policy relates to children's behaviour when in school, when supervised by staff outside school e.g. when on school trips or at sports fixtures and when in extended school services including breakfast or after school clubs. However the rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school.

Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessibility, as people forward on content at a click.

At Baglan Primary School the issue of cyber-bullying is explicitly tackled in a once yearly taught session looking at internet safety, which is delivered by the school police liaison officer. However we recognise that this is a fast developing area and that we need to remain vigilant and be prepared to respond to a possible increase in incidents in the future potentially against both pupils and staff.

It should be noted that dealing with other issues of bullying outside school or school time (when parents and carers are responsible for their own children's behaviour) poses many problems for the Headteacher, and will only be considered where actions are continued or impact directly upon relationships and learning in school.

Prevention

Bullying should be dealt with as a whole school issue. Bullying can be brought to the attention of staff either by the victim(s), their friend(s), their parent(s) or other interested people.

At Baglan Primary School we use a variety of methods for helping children to prevent bullying through the explicit and implicit curriculum.

PSE lessons, class and whole school assemblies and circle times explicitly discuss behaviour and bullying and its impact and help to support children in how to deal with bullying behaviour and when and how to seek help.

More implicitly, our school values of respect, honesty, perseverance, creativity and community; our Rights Respecting class charters; and the consistent approach to behaviour (See Pupil Discipline Policy), promote good behaviour choices and encourage children to have respect for each other and for other people's property.

Staff regularly discuss behaviour with children and reassure children that staff are serious about dealing with bullying. Staff reinforce expectations of behaviour as a regular discussion both inside and outside the classroom. At all times (and particularly during playtimes and lunchtimes) staff are vigilant regarding the interaction and behaviours of individuals and groups of children.

Staff reinforce a general message that children do not have to be friends with everyone else, but they must be respectful of everyone else's feelings. One-off incidents of aggressive behaviour or use of discriminatory language will be dealt with in accordance with the wider Behaviour Policy.

Children are also supported in building positive peer relationships through the use of our playground 'Friendship Stop' and Playground Friends (prefects/ older children who mediate in minor friendship issues on the playground and assist in the infant playground).

Relationship Based Play Sessions are in place to support groups of children. Relationship Based Play is a child and family therapy for building and enhancing attachment, self-esteem, trust in others, and joyful engagement. It is based on the natural patterns of playful, healthy interaction between parent/carer and child and is personal, physical, and fun

At the start of the academic year, e safety lessons are provided for all key stage 2 pupils and this is supported by additional support throughout the year. E safety assemblies take place for all pupils and e safety rules are on display throughout the school.

The school takes part in an annual anti bullying week, where anti bullying is promoted and activities take place in each classroom.

The ChildLine telephone number is displayed clearly in school.

Response

Should incidents of bullying occur they will be dealt with according to the following protocol:

- All children's and parents' concerns around bullying are taken seriously.
- Incidents of bullying will be investigated, talking separately with all children involved.
- If staff witness or believe reported bullying behaviour or believe that behaviours may be indicative of, or lead to, bullying then they should fill in a Bullying Log Form (Appendix 1). This form should be copied to class teacher(s) of all children involved and to the Headteacher.
- If parents report incidents of bullying not witnessed or reported at the time in school, a note is made of it on a parental contact form (copies to head and class teachers) and staff are alerted to be watchful of the situation.

Staff should not report an incident as 'bullying', just because children or other adults have chosen to describe it as such. Behaviour not characterised as described above, but serious enough to warrant recording should be reported on the usual Behaviour Form and regular reviews of these will allow patterns to emerge should bullying have gone undetected.

Those who bully will be subject to sanctions in line with the school's Behaviour Policy and the targets of bullying will receive support from identified members of staff.

- Adult mediation may be used between the child being bullied and the child doing the bullying to discuss what has happened and how this made the children feel.
- The target of bullying will be assured that they should immediately report any future incidents and know they will be listened to.
- The child doing the bullying may also be offered support. There are often underlying reasons why a child displays bullying behaviour and acts in this way, and that needs to be addressed.
- We will ensure extra supervision and monitoring of the children's behaviour following incidents to check all is well.
- Parents of both 'parties' will be kept informed of outcomes of investigations and kept 'in touch' until it is felt there is no longer a risk of bullying.

- The school also reserves the right to exclude children whose behaviour remains wholly unacceptable - withdrawal of playtime privileges, withholding participation in school activities (eg. trips or sporting fixtures), fixed term or permanent exclusion.

Parental guidelines for parents wishing to complain about bullying.

If your concerns are not being addressed:

- Check the school anti-bullying policy to see if agreed procedures are being followed;
- Make an appointment to meet the Headteacher;
- If this does not help, write to the Chair of Governors explaining your concerns.

Ways of pupils being able to report bullying:

- Inform class teacher, pupils are encouraged to talk to their class teacher;
- Inform friend/ prefect who can tell the class teacher on the pupils' behalf;
- Inform the deputy Headteacher;
- Inform the Headteacher;
- Parents are welcome to contact senior staff to express concerns over bullying.

If all efforts fail to help pupils to stop bullying, Baglan Primary will seek to use a graduated approach to sanctions that will be fairly and consistently applied.

Involvement of the School Community

It is recognised that Bullying has an impact on the wider school community including children who witness such behaviour, staff and parents.

Governors regularly invite parents and carers' views around behaviour and bullying via parental questionnaires. Pupils' views, via the School Council, are also regularly sought.

Children have access to a pupil friendly version of this policy developed by the School Council.

Regular review of the policy

Using feedback from staff, pupils, families and governors, this policy will be reviewed on a bi annual basis and shared with the school governing body.

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.

This Policy also needs to be read in conjunction with the following policies:

- Child Protection/ Safeguarding Policy
- Pupil Discipline Policy
- PSE Policy
- SEN Policy
- ALN Policy
- Strategic Equality Plan

Date agreed: 25.11.19

Headteacher: Mrs N E Morgan

Chair of Governing Body: Mr L Rees

Date for Review: Autumn 2022

