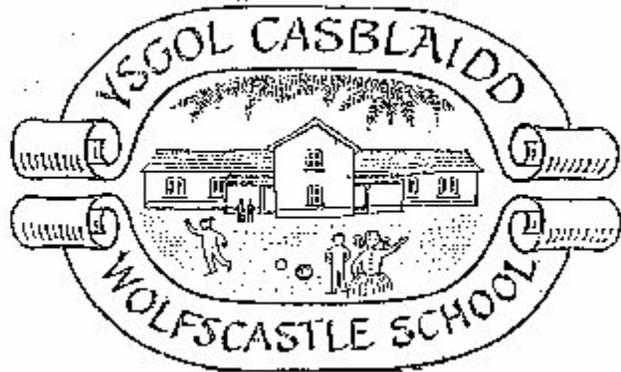


Ysgol Casblaidd



Wolfscastle C.P School

RESPECTING OTHERS: ANTI-BULLYING POLICY

"Dyros dy law i mi ac fe awn i ben y mynydd."

Respecting Others: Anti-Bullying

Wolfscastle School believes that bullying is unacceptable and should not be tolerated. All members of the school community share a collective responsibility for tackling bullying should it occur and in working together to promote positive behaviour.

Aims of the policy: Our Policy is a working framework to support our whole school approach which is designed to prevent bullying behaviour wherever possible, to respond consistently in line with agreed procedures should it occur and to provide support to those involved as appropriate. It incorporates issues relating to sexual/racial harassment, ALN and disability. Our children's health and well-being is of paramount importance.

Prevention includes sending out a clear message that negative behaviour is anti-social, unacceptable and will not be tolerated here.

Definition: Bullying is deliberately hurtful actions, repeated over a period of time, which may include aggression and which is difficult for the person being bullied to defend themselves against. It usually involves an imbalance and abuse of power and is not age dependent. It may have a racist or discriminatory motivation and can focus on ethnicity, culture, class, religion, learning difficulties, sexuality, long term health conditions and disability. It may be based on small differences between children which are not always clear to us and may shift and develop as relationships change. Bullying behaviour may be shown by individuals or groups. It may not always be clear who is

manipulating the behaviour we see. Some children can be 'provocative victims' *eg* by behaving in a tiresome way which eventually triggers a response which may then be seen to be bullying.

Bullying is not falling out with friends, choosing not to play with someone, disliking someone, one off aggressive behaviour such as a fight between children who disagree, accidental physical contact, or the normal rough and tumble of playground life.

Bullying can take many forms, but the main types are:

- Physical - *eg*. hitting; kicking; taking belongings; dirty looks; sexual harassment;
- Verbal - *eg*. name calling; teasing; insulting; making offensive remarks; sexual/racial.
- Emotional / Psychological - *eg*. excluding, humiliating, dirty looks; making distressing comments about family members, spreading stories/malicious rumours;
- Cyber / Hi-Tech *eg*. malicious e-mails or comments in internet chatrooms or text messages on mobile phones; distressing comments about family members; posting stories, pictures etc. on the internet; silent phone calls; using someone else's name to spread unpleasant gossip and rumours; happy slapping.

Bullying affects everyone, not simply the victims and the instigators. It has an influence on other children who may witness violence, aggression and the distress of the victim.

Pupil Voice

Bullying is taken seriously by the pupils of Wolfscastle School. The School Council of 2016-2017 have made and implemented listening boxes for the Foundation Phase and KS2 classes. These boxes are displayed in the cloak rooms together with prepared slips of paper and writing instruments so that pupils who do not feel that they can come and tell someone about their worries may write it down. The boxes are checked daily by the chair and secretary of the Council. If there is an issue the paper is taken to the head teacher as soon as possible. It is then dealt with immediately.

During a recent questionnaire which included questions on friendship and bullying 97% of the pupils felt that pupils were kind and friendly most of the time. The other 3% felt that pupils were friendly some of the time.

99% of the pupils knew and said they would speak to someone if they were worried about bullying.

The School Council and School captains take assemblies on bullying during the year.

Members of the School Council produce posters on Bullying which are displayed around the school building they have also produced a information on the Rights of the Child which is displayed on the school walls and corridors.

The School Council are responsible for the "Staying Safe" leaflet for Junior pupils which gives advice on how to keep safe but also what to do and who to turn to if there are problems all based on the United Nations Rights of the Child.

If bullying occurs this school will implement the following procedures:

- Developing a positive ethos which includes knowing bullying is unacceptable here;
- Expecting positive behaviour which helps and supports learning and development;
- Promoting co-operation and expecting socially responsible behaviour;
- Encouraging those who witness bullying to act positively by alerting staff and exerting collective peer pressure to deter the bullies;
- Valuing and celebrating everyone's differences, skills and talents;
- Supporting the development of emotional literacy, self esteem and resilience through assemblies, Circle Time, PSE, the Healthy Schools programme, skills development, teaching pupils personal coping strategies (eg. with Mrs Julie Fudge), School Council involvement, Buddy schemes and Peer Mentoring;
- Showing respect for others;
- Making the information in this policy available to all stakeholders;
- Involving all members of the school community in designing /implementing policy.

Why should we be concerned?

Someone who is experiencing bullying will be upset and distressed and find it hard to concentrate on work or learning. There may be signs such as poor attendance, truancy, being late, being off school sick, becoming withdrawn and anxious, losing possessions and money, having mood swings, and showing untypical behaviour.

Encouraging reporting of incidents if bullying occurs :

- Pupils in this school can be assured that their concerns will be responded to with sensitivity. All reports will be taken seriously and investigated;
- Confidentiality for anyone who shares information will be respected;
- Opportunities for children to communicate concerns include a problem box, access to any member of staff, representation on the School Council and buddies/mentors who will pass on concerns.

If bullying occurs we will implement the following procedures, as appropriate:

- We will take all incidents seriously and record their occurrence;
- Investigate the incident / establish facts by independently talking to all involved;
- Use appropriate intervention techniques to manage difficulties between bullies & victims; encourage reconciliation where this is possible / feasible;
- Where bullying behaviour has been established, implement agreed sanctions consistently and fairly as necessary to prevent further incidents;
- Involve parents as early as possible where incidents merit it;
- Apply guidelines from the all Wales Police "School Crime Beat" partnership working document to determine whether official police involvement is needed; as indicated in these guidelines, deal with incidents internally wherever possible;
- Keep accurate, factual records of all reported incidents and the school's response to them;

- Always follow-up incidents after they have been dealt with and review outcomes to ensure bullying behaviour has ceased;
- Provide on-going support for those involved where necessary.

Strategies and preventative measures to reduce the likelihood of bullying in this school:

- A whole-school approach involving everyone (staff, students, parents & governors) in developing and implementing this policy;
- Raising awareness of the issues, procedures, sanctions and method of monitoring bullying, e.g. through assemblies, pastoral work, parents meetings, school newsletters
- An ethos of personal responsibility where students are encouraged to tell if they experience bullying themselves or see others being bullied - not taking action condones the behaviour;
- Having a system in place for students to inform staff in confidence when bullying occurs;
- Developing our understanding of collective responsibility through Support Groups, Circle Time, School Council, Peer Mentoring/ Support, appropriate curricular work (eg PSE)
- Having a clearly understood and implemented Playground / Safe Environment Policy;
- Having a clear, explicit link with the school's Behaviour and Child Protection Policies;
- Including bullying in our home-school agreement.

- Providing clear information and guidance on dealing with bullying and the help available for students, parents and staff.

Reviewing the policy

The final details of this policy have been drawn up in consultation with pupils, parents, staff and members of the school community.

It will be discussed, reviewed and revised annually.

- **Additional information**
 - Advice to pupils - what to do if you are being bullied.
 - Advice to pupils - what to do if you see / know someone is being bullied.
 - Advice for parents.
 - Information for pupils and parents on strategies, procedures and sanctions.
 - User-friendly guide for children developed through consultation with them.
 - Guidance for staff and others working in the school environment.
 - Guidelines for Governors
 - Examples of different types of bullying behaviour.
 - WAG Anti-Bullying Toolkit / Checklist which informs this policy.

Reference documents and useful links:

- "Respecting Others : Anti-Bullying Guidance" Sept 03
National Assembly for Wales Circular No: 23/2003

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- "Evaluation of Anti-Bullying Policies in Schools in Wales"
Cardiff University Report 2006
- "School Anti-Bullying Policy Self-Assessment Tool" Welsh
Assembly Government Nov 08
- Be-SMART Resource file / Pembrokeshire County Council
Internet Safety Group
- All Wales Police "School Crime Beat" guidelines for schools
- www.schoolbeat.org for links to Police School Liaison
Programme outline and documents.

Revised September 2016