



Bullying Policy

The very heart of our ethos here at Ysgol Wepre is that every child and every member of staff has the right to be happy and safe. Bullying is, therefore, totally unacceptable and will not be tolerated. In our school we can define bullying as:

"A person is bullied when he or she is exposed regularly and over time to negative actions on the part of one or more persons."

"Bullies are people who deliberately set out to intimidate, threaten and/or hurt others repeatedly. They can operate alone or as part of a group."

It needs to be recognised that bullying comes in many forms:

- Gesturing - often with the threat of more to come.
- Verbal - name calling teasing, provoking, constantly interrupting, spreading malicious rumours, whispering campaigns.
- Physical - pushing, putting, pinching, slapping, punching, tripping, kicking, hair pulling, scratching, biting, malicious notes, graffiti, etc. Some of the less serious behaviours can initially seem to be boisterous play, but unless it is stopped quickly it can soon become acceptable to the perpetrator.
- Extortion - demanding tuck, money or equipment.
- Exclusion - done by erstwhile friends (this is more subtle and can often extend beyond the school day).
- Hiding other people's possessions or breaking them.

Other form of bullying includes:-

Racist Bullying

Sexual Bullying

Gender-Based Bullying

Bullying on the basis of sexual orientation

Bullying on the basis of Special Educational Needs or Disabilities

Bullying of those with long term health conditions.

Whilst all children have rights, as we have already outlined, they also have responsibilities. They need to accept that others have rights too, they need to learn to be compassionate towards others and they need to develop a culture of open communication between themselves and the adults who care for them.

The aims of our Bullying Policy are:

- To make it clear to everyone in the school community that no form of bullying is acceptable.
 - For everyone in the school community to be alert to any signs or evidence of bullying and have a responsibility to report it to a member of staff, either as an observer or a victim.
- To ensure that all reported incidents of bullying are followed up and the facts clearly established. This will be achieved by taking separate accounts from victims, bullies and witnesses.
- To offer comfort and support to victims. Liaise with parents regarding possible support from identified outside agencies.
- To confront bullies with the seriousness of their offences but to offer support and counselling to help them change their behaviour.
- To keep an Incident Book to record and monitor all incidents of bullying.
- To seek parental and peer group support and co-operation.

Pupil behaviour is monitored constantly by all staff, particularly teachers and mid-day supervisory staff and any incidents that are witnessed or reported are dealt with immediately. Pupils must have confidence that we will respond to incidents of bullying.

Staff will work together to actively promote and model positive behaviour, attitudes and values. This will be done through the format and informal curriculum, through the pastoral and social curriculum, through circle times and class meetings, through drama and any other opportunities that are available. Children must be taught strategies to assert themselves in a positive way so that they can try to deal with situations they may find themselves in. Bullying thrives on secrecy and it will therefore be countered by a pro-active, open support system where it is 'OK to tell'.

Procedures for dealing with a reported incident of bullying:

- The victim, the bully and any witnesses will be interviewed separately by a member of staff or the Headteacher to ascertain the facts.
- The victim will be offered support, guidance and comfort.

- The bully will be made aware of the impact of their behaviour and will be told the consequences of their actions (see Behaviour Policy).
- The Headteacher will be informed and the incident will be logged in the Incident Book.
- The victim's parent(s) will be informed of the incident and the action the school has taken.
- The bully's parent(s) will be informed of the incident and the action the school has taken.
- If the bullying continues, the parents of the bully will be invited into school for a discussion with the class teacher and Headteacher where the seriousness of the behaviour will be pointed out and strategies implemented to encourage change. A log will be maintained on the bully's behaviour.
- If the bullying still continues, the Headteacher and Governing Body will consider further action which could include:
 - exclusion from the classroom
 - exclusion from the playground
 - exclusion from the school premises on a temporary or permanent basis.