

Ysgol yr Eglwys yng Nghymru Llangatwg

Llangattock Church in Wales School



Welsh Government definition of bullying-There are many definitions of bullying, but most consider it to be: deliberately hurtful (including aggression), repeated often over a period of time, while recognising that even a one-off incident can leave a learner traumatised and nervous of future recurrence, difficult for victims to defend themselves against.

ANTI-BULLYING POLICY

Reviewed:01/03/21

Adopted:

‘Challenging bullying effectively will improve the safety and happiness of learners, show that the school cares and make clear to bullies that such behaviour is unacceptable.

It has been shown that schools with a community focus, where everyone has a part to play, can be successful in changing the culture of a community and have a positive effect on bullying both inside and outside the school gates.

Headteachers must, by law, have in place an anti-bullying strategy. These should be central to a school’s behaviour policy and be developed and implemented by everyone in the school, including the learners.

The Welsh Government (WG) has introduced a number of initiatives and strategies to help schools tackle bullying, including an anti-bullying toolkit. More recently, WG published the comprehensive anti-bullying guidance; ‘Respecting others’ covering all aspects of bullying.’ Learning Wales

Statement of Intent for Llangattock Church in Wales School

The well-being of all our pupils is paramount and we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should feel confident knowing that incidents will be dealt with promptly, effectively and with empathy. Children who report bullying should know that they will be supported. We are a **TELLING** school. **This means that anyone who knows that bullying is happening is expected to tell the staff.**

What Is Bullying?

Bullying is defined as repeated acts of aggression directed toward a child who for one reason or another, has difficulties in defending him/herself...The bully and the victim are never equal. Bullying results in pain and distress to the victim.

Bullying can be:

- **Emotional**-being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- **Physical**-pushing, kicking, hitting, punching or any use of violence
- **Racist**-racial taunts, graffiti, gestures
- **Sexual**-unwanted physical contact or sexually abusive comments
- **Homophobic**-because of, or focussing on the issue of sexuality
- **Otherwise Prejudice-Related** or relating to protected characteristics eg. religion, culture, disability etc.
- **Verbal**-name-calling, sarcasm, spreading rumours, teasing

- **Cyber** All areas of internet, such as email & internet chat room misuse. Mobile threats by text messaging & calls. Misuse of associated technology , i.e. camera & video facilities

Why is it important to respond to Bullying?

Bullying hurts and has long term effects.

No one deserves to be bullied.

Everybody has the right to be treated with respect. (We are a UNHCR Rights Respecting School)

People who bully need to learn different ways of behaving.

Bullies often have underlying issues, which need to be addressed.

At Llangattock School we have the responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

To ensure;

- All governors, teaching and non-teaching staff, pupils and parents understand what bullying is
- All governors, teaching and non-teaching staff know what the school policy is on bullying, and follow it when bullying is reported
- All pupils and parents know what the school policy is on bullying, and what they should do if bullying arises
- As a school we take bullying seriously. Pupils, parents, staff and governors are assured that they will be supported when bullying at school is reported.
- Bullying is not acceptable behaviour and will be challenged
- The causes and reasons for the bullying behaviour will be explored in an effort to change the behaviour
- Support will be offered to all parties involved
- Every effort will be made to challenge and support the peer group of the bullied person/bully
- Everyone has access to training and awareness raising
- We agree to LEARN – ACT – RECORD every report on bullying behaviour (see attachment)
- An annual survey regarding bullying is provided to pupils, parents, staff and governors

Signs and Symptoms

A child's behaviour may indicate that he or she is being bullied. Adults should be aware of these possible signs and that they should report if a child:

- is frightened of walking to or from school
- changes their usual routine
- becomes unwilling to go to school (school phobic)

- becomes withdrawn, anxious, or lacking in confidence
- starts stammering
- attempts or threatens to run 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 which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

This is not an exhaustive list and these signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

Procedures

1. Report bullying incidents or suspicions to staff. This is the responsibility of everyone in the school, including parents who should inform a teacher if they have any concerns regarding bullying within the school.
2. All pupils and staff are expected to not just observe events, but to act by reporting concerns, supporting the victim and questioning behaviour. Just observing is complying.
3. All staff will report incidents or suspicions of bullying to the headteacher, which will be recorded by staff involved, in the Pupil Behaviour Record held centrally in the School office and will be monitored by the designated Anti-Bullying Governor. 3 incidents in the Pupil Behaviour Record will result in parents being contacted.
4. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
5. The bullied person will be reassured that the allegations will be taken seriously and informed of what will happen next (in an age appropriate way).
6. The school community will work together to support the bullied person.
7. Parents will be informed and requested to meet to discuss the problem.
8. All attempts will be made to help the bully/bullies change their behaviour and guidance sought where appropriate from Kidscape [Help With Bullying \(kidscape.org.uk\)](http://kidscape.org.uk).
9. Support and re-assurance given to the bullied person/s that the bullying will stop, that they have someone that they can tell if there are any further incidences or retribution.
10. In Powys, schools are expected to submit information on bullying to the local authority on a termly basis.
11. If necessary and appropriate, the police/social services will be consulted.

Outcomes

- 1) The bully/bullies may be asked to genuinely apologise. Other consequences may take place.
- 2) If possible, and acceptable to the person bullied, the pupils will be reconciled through a process of sensitive restorative mediation. This process is intended to give the bullied person a voice and help the bully to see the distress/torment that their actions have brought.
- 3) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- 4) A Pastoral Support Plan may be drawn up with the bully, based on the Powys template.
- 5) Exclusion will be considered if all other avenues of support have been exhausted and there is no change in behaviour.
- 6) If necessary/appropriate, the police/social services may be informed.

Prevention

- Ensuring that a set of the School rules are displayed in each classroom, reinforcing a kind culture
- Children will be actively involved in writing their own classroom rules at the start of each year-displayed in classrooms
- Investigating bullying scenarios through PSE lessons/Circle Time. This may be done in the form of role plays
- Specific anti-bullying lesson delivered by outside agencies eg PC Skyrme
- Peer to peer support
- Kiva and Incredible Years programmes used throughout the school
- Reading specific stories about bullying, or those that develop empathy, or having them read to a class or in an assembly
- Having discussions about bullying and why it matters
- Anti-bullying Week in November to be celebrated with events/ drama/ concert/ assembly
- All social media platforms to include school intolerance to bullying behaviour
- Empowering pupils to be confident to "step up" when any sort of bullying is seen. Most incidents are reported by others not by the bullied
- Celebrating difference and teaching a culture of inclusivity by modelling, using positive reinforcement, rewards and affirmation of school community values
- Whole staff sharing information, "Well Being Audit" as many incidences will be low level at break times, assemblies, etc and not in plain sight of just one member of staff, by piecing together a picture the victim can be supported by all staff
- Regular staff training-Kiva, Incredible Years, Cyber safety etc.
- Well-being audits eg PASS and Roger Banerjee Sociograph
- Relevant policies shared with school community eg behaviour and anti-bullying
- Child friendly anti-bullying policy shared with children at the start of each term
- Robust transition arrangements for Y6

HELPFUL RESOURCES AND ORGANISATIONS:

<http://learning.wales.gov.uk/improvementareas/behaviourandattendance/behaviour/bullying/?lang=en#/improvementareas/behaviourandattendance/behaviour/bullying/?lang=en>

Tackling Bullying in Schools: A survey of effective practice (This document surveys practice in schools and local authorities previously identified as being effective in addressing bullying)

Inclusion and pupil support guidance (This guidance covers the inclusion and support of learners of compulsory school age (although some elements will apply to all learners).

Thinking Positively: Emotional Health and Well-being in Schools and Early Years settings

Respecting others: Anti-bullying guidance 2011 (Respecting others' is a series of anti-bullying materials that provide guidance and practical solutions on preventing and responding to incidents of bullying in schools.)

Advisory Centre for Education (ACE)	020 7354 8321
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk
Kidscape	www.kidscape.org.uk
Anti-bullying Alliance	www.anti-bullyingalliance.org.uk

Date: March 2020

Signed:  (Headteacher)

Karen Jones (Chair of Governors)

Renewal date: October 2022

Bullying Concerns Record					
Date:					
(include as much detail as possible)					
Name of bullied person					
Name of perpetrator					
Head informed	YES	NO	Parents informed	YES	NO
Record of Events/Actions taken (Kiva interview?)					
Next steps					
Review date					