



## YSGOL Y BERLLAN DEG

### ANTI-BULLYING POLICY

*(To coincide with the school's Relationship Policy)*

#### **Statement**

The purpose of our policy is to ensure that Ysgol y Berllan Deg is a happy and safe environment where everyone is treated with respect and a place where no form of bullying is accepted.

Full support will be given to any pupil that is being bullied and measures will be put in place to deal with the behaviour of any pupil found bullying. All staff, pupils and parents should be aware of the negative effects that bullying can have on individuals, families and the school in general, and should work towards ensuring that pupils can live and work in an environment without fear.

Bullying is unacceptable in this school and will not be tolerated. The school also recognises that it must take note of bullying perpetrated outside school which spills over into the school. The school will do what is reasonably practicable to eliminate any such bullying.

#### **The policy aims to**

- demonstrate that the school takes bullying seriously and that it will not be tolerated;
- take measures to prevent all forms of bullying in the school and on off-site activities;
- support everyone in the actions to identify and protect those who might be bullied;
- demonstrate to all that the safety and happiness of pupils is enhanced by dealing positively with bullying;

## Anti Bullying Policy

- promote an environment where it is **not** an offence to tell someone about bullying;
- promote positive attitudes in pupils (including assertiveness training).

### Definition of Bullying

There are many definitions of bullying, but we consider it to be a deliberately hurtful act (including aggression) that is repeated often over a period of time (whilst recognising that a one-off incident can leave a pupil traumatised and nervous of future recurrence).

There are three main types of bullying:

- physical – hitting, kicking, spitting, taking belongings, damaging belongings etc
- verbal – name calling, insulting, making offensive remarks etc
- indirect – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, coercing someone into doing things against their will (peer pressure), sending malicious e-mails or text messages, posting derogatory comments on social networking sites

### Steps to Stop Bullying

As a school we will:

- take every allegation of bullying seriously and ensure that children who are bullied are supported
- deal quickly, firmly and fairly with any complaints, involving parents where necessary
- ensure that the pupils are aware of the importance of reporting any incidents of bullying immediately and know who to notify *e.g. teacher, Deputy Head teacher or Headteacher*
- ensure that pupils have opportunities to discuss incidences and effects of bullying as a class or individually *e.g. during Circle Time, Bocs Becso*
- encourage pupils to discuss how to get on with other people and to form positive attitudes towards each other
- encourage pupils to treat everyone with respect
- ensure that the School Council is a channel used as means of communicating complaints / ideas / concerns to school staff
- review the school policy and its degree of success
- we will treat bullying as a serious offence and take every possible action to eradicate it from our school
- follow the KIVA programme throughout the school

### Action to be Taken When Bullying is Suspected

If bullying is suspected we talk to the suspected victim, the suspected bully and any witnesses. The action taken will depend upon the type and degree of bullying, but in every case we will help, support and counsel as appropriate both the victims and the

## Anti Bullying Policy

bullies:

Every allegation of bullying will be taken seriously. Initially the person told will inform the relevant Unit Leader:-

Nursery / Reception - Mrs S. Giles

Year 1 + 2 = Mrs E. Browning

Key Stage 2

= Mrs S. Ward

If the matter persists then the Headteacher or the Deputy Headteacher will investigate and resolve the matter by following the below procedures. If a racial element to the bullying is suspected the Headteacher (or the Deputy Headteacher in her absence) must be informed immediately

The victim will receive support and reassurance.

Depending on the type and degree of bullying the following steps will be considered for the bully:

- Official warning to stop offending

## Anti Bullying Policy

- Loss of break time
- Informing the bullies' parents/guardians
- A 'Behaviour Book' may be issued for a period of time
- They may be excluded from communal areas at break times and lunch times
- We may arrange for parents to escort them to and from the school premises
- Suspension for a fixed period.
- Permanent exclusion

### **What Can You Tell Your Child If He/She Is Being Bullied?**

- Teachers will take you seriously and will deal with bullies in a way which will end the bullying and will not make things worse for you
- Remember that your silence is the bully's greatest weapon
- Tell yourself that you do not deserve to be bullied
- Be proud of who you are. It is good to be individual.
- Try not to show that you are upset. It is hard but a bully enjoys someone's fear.
- Be assertive - say "Na!" Walk confidently away. Go straight to a teacher, member of staff
- Generally it is best to tell an adult you trust straight away. You will get support

### **What Should a Pupil Do If They Know Someone Is Being Bullied?**

- Take action! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- Tell an adult immediately. Teachers have ways of dealing with the bully without getting you into trouble.
- Do not be, or pretend to be, friends with a bully.

### **As a Parent**

If you feel your child may be a victim of bullying behaviour, inform the Headteacher immediately. Your complaint will be taken seriously and appropriate action will follow. If a complaint is made against a member of staff then the school will follow the relevant staff disciplinary policy and procedures.

Look for unusual behaviour in your children. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard.

### Anti Bullying Policy

Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunch time was spent etc.?

- It is important that you advise your child not to fight back. It can make matters worse.
- Tell your child there is nothing wrong with him or her. It is not their fault that they are being bullied.
- Make sure your child is fully aware of the School policy concerning bullying, and that they will not be afraid to ask for help.
- A parent should on no account approach the bully or the bully's parents directly.

### **Monitoring and Evaluation**

The Headteacher and the governing body will be responsible for monitoring the success of the policy, and for amending the policy when necessary in order to improve our measures for preventing bullying at Ysgol Y Berllan Deg.

M. Phillips