



YSGOL Y BERLLAN DEG

Anti-Bullying Policy

(To be followed alongside the school's Relationship Policy)

Purpose

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

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

Bullying is unacceptable in this school and we will not tolerate it. The school recognizes that any bullying that takes place outside the school must be considered when it affects the pupils in the school. The school will do everything it can, within reason, to eliminate any case like this.

This policy aims to:-

- show that the school takes bullying seriously and will not tolerate it;
- take steps to prevent all forms of bullying in the school and off site;
- support everyone in identifying and protecting those who might be bullied;
- show everyone that the pupils' safety and happiness is emphasized by dealing positively with bullying;
- promote an environment where it is not a crime to tell someone about bullying;
- promoting positive attitudes among the pupils (including assertiveness training).

Definition of Bullying

There are several definitions of bullying, but we consider it to be a deliberate harmful act (including aggressive behaviour) that is repeated over a period of time (while recognizing that one incident can be traumatic for a pupil regret that it is going to happen again).

There are three main types of bullying:

- physical – hitting, kicking, spitting, taking property, damaging property etc
- verbal – calling names, being abusive, making nasty comments etc
- indirect – sharing nasty stories about someone, being banned from social groups, being subjected to malicious stares, forcing someone to do something against their will (peer pressure), sending nasty emails or text messages putting malicious messages on social media.

Steps to stop bullying:-

As a school we will:

- take any accusation of bullying seriously and ensure that the child who has been bullied is supported;
- deal quickly, firmly and fairly with any complaint, including the parents when appropriate;
- ensure that the pupils are aware of the importance of reporting any case of bullying immediately and who to go to e.g. a teacher, Deputy or Headteacher;
- ensure that the pupils have opportunities to discuss the incidents and effects of bullying as a class or as individuals e.g. during cycle time;
- encourage the pupils to discuss how to get along with others and to form positive attitudes towards each other;
- encourage the pupils to treat everyone with respect;
- ensure that the School Council is a means of communicating school staff complaints/ideas/concerns;
- review the policy and its success;
- treat bullying as a serious matter and do everything possible to eliminate it from the school;
- follow restorative methods to restore relationships.

Action when bullying is suspected

If we suspect that bullying has happened we will speak to the alleged victim, the alleged bully and any witnesses. The next steps will depend on the type and severity of the bullying, but in all cases we will offer help, support and advice as appropriate to both the victim and the bully: We take all cases of bullying seriously. In the first place, the person receiving the information will go to the unit leader:-

Lower school – Mrs Eleri Browning

Upper school – Mr Adrian Williams

If the issue persists then the Deputy or Head will investigate further and resolve the issue by following the guidelines below. If it is suspected that racism is part of the bullying, the Headteacher (or the Deputy in her absence) must be told immediately.

The victim will receive support and comfort.

Depending on the type and severity of the bullying these steps are considered for the bully:

- a conversation with the bully following the guidelines of restorative methods
- an official warning to stop the bullying
- loss of playing time
- inform the bully's parents/guardians
- Using a 'Behaviour Book' for a period
- Banning them from communal areas during play and lunch times
- We can arrange for the parents to bring them and take them from the school grounds
- Exclusion for a specified period
- Permanent exclusion

What Could You Tell Your Child If He/She Is Being Bullied?

- Teachers will take your concern seriously and deal with bullies to put an end to the bullying and this will not make things worse
- Remember that your silence is the bully's greatest weapon
- Tell yourself that you don't deserve to be bullied
- Be proud of who you are and be yourself
- Try not to show that you are upset. This can be difficult but a bully enjoys seeing other children scared.
- Be firm – say "No!" and walk away with confidence.
- Go straight to a member of staff
- In general it is better to tell adults you trust straight away. You will certainly get help.

What Should a Pupil Do If He/She Knows Someone Is Being Bullied?

- Remember to say! Looking at what is happening and doing nothing about it will give the impression that you are siding with the bully. This will make the victim feel more unhappy and alone.
- Tell an adult straight away. Teachers have a way of dealing with a bully without getting you into trouble.
- Do not, or pretend to be, friends with the bully.

As a parent

If you feel that your child is suffering from bullying you must inform the Headteacher immediately. We will take your complaint seriously and take appropriate follow-up action. If your complaint is against a member of staff then the school will follow the appropriate procedures and policies in terms of disciplining staff.

Look for unusual behaviour in your child. For example, they may suddenly not want to come to school, feel sick regularly, or not complete their work to their usual standard.

Take an interest in your child's education. Ask them about their day, who did they play with, what did they do at lunch 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 Evaluationg

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