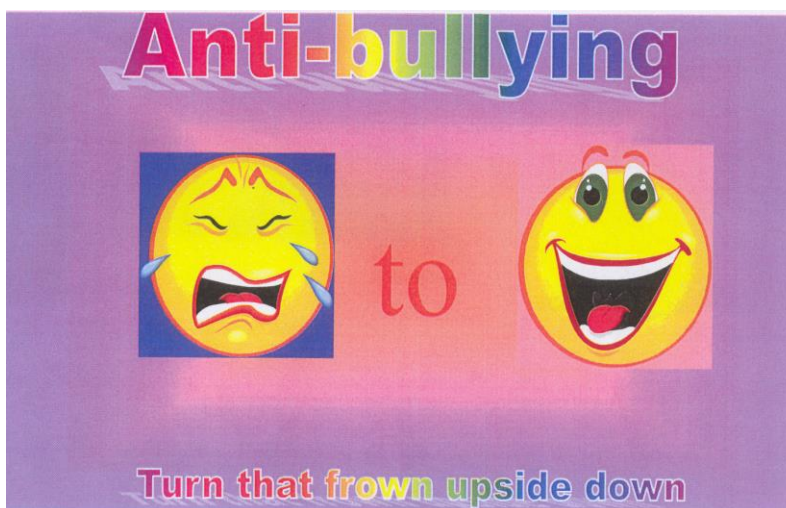




# Cyngor Sir Ceredigion Ysgol Gynradd Gymunedol Llannon



## Anti-bullying Policy



It is based on Welsh Government: Anti-bullying Guidance 2011 and Welsh Government: Anti-bullying Guidance 2003.



# School's Anti-bullying Policy



Ysgol Gynradd Gymunedol Llannon

Approved and adopted October 2016  
Review date September 2017

## What is bullying?

The Welsh Government: Respecting Others Guidance 2011 states that there are many different 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.

*Individual learners' perspectives on what constitutes bullying is also a key element to take into account.*

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

- physical - hitting, kicking, taking belongings, sexual harassment or aggression
- verbal - name-calling, insulting, making offensive remarks
- indirect - spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, sending malicious e-mails or text messages on mobile phones.

*Our School Council (following pupil consultation) has defined bullying as...*

## Why are we against bullying?

*'Every learner in every school has the right to learn, free from the fear of bullying, whatever form that bullying may take. Everyone involved in a learner's education needs*

*to work together to ensure that this is the case. Schools need to take an active approach to tackle all forms of bullying, and should be taking action to prevent bullying behaviour as well as responding to incidents when they occur'.*

Respecting Others Guidance, Welsh Government. Document No: 050/2011.

### **What types of bullying are there?**

Cardiff University Report on Evaluation of School Anti-Bullying Policies 2006 - Example of good practice, states that:

*"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 focusing on, the issue of sexuality*
- Verbal - name-calling, sarcasm, spreading rumours, teasing"*

Welsh Government, Respecting Others 2011, sets out additional guidance for the following identity-based bullying categories:

- bullying around race, religion and culture
- bullying involving learners with special educational needs and disabilities
- homophobic bullying
- sexist, sexual and transphobic bullying
- cyberbullying

### **What are the signs and symptoms of bullying?**

A person may indicate by signs or behaviours that they are being bullied. Everyone should be aware of these possible signs and should investigate if the person;

- Is frightened of walking to or from school or changes route
- Doesn't want to go on the school / public bus
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins to truant
- Becomes withdrawn, anxious or lacking in confidence
- Becomes aggressive, abusive, disruptive or unreasonable
- Starts stammering
- Threatens or attempts suicide
- Threatens or attempts self harm
- Threatens or attempts to run away

- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Performance in school work begins to drop
- Comes home with clothes torn, property damaged or 'missing'
- Asks for money or starts stealing money
- Has dinner or other monies continually 'lost'
- Has unexplained cuts or bruises
- Comes home 'starving'
- Bullying others
- Changes in eating habits
- Is frightened to say what is wrong
- Afraid to use the internet or mobile phone
- Nervous or jumpy when a cyber message is received
- Gives improbable excuses for their behaviour.

## What causes Bullying?

People bully for different reasons.

The reasons could be:

- to feel powerful
- jealousy
- to feel good about themselves
- to be in control
- because they want something (attention, possession or friends)
- to look good in front of other people
- to feel popular
- because of peer pressure
- to be big/clever
- for fun
- because they are being bullied themselves
- because they see and pick on an easy target (small, won't tell anyone, lonely or different in some way)

## A whole-school approach to preventing bullying?

At Ysgol Gynradd Gymunedol Llannon we foster a clear understanding that bullying, in any form, is not acceptable. We have a reactive policy in place, which is clear, effective and well-publicised. We encourage positive behaviour, self-respect and respect for others, by:

### Whole-School

- Ensuring that the whole-school is involved in the formation of this Anti-Bullying Policy.
- Actively raising-awareness and involving pupils in drawing up definitions and seeking solutions.
- Making it clear to pupils how they can report incidents to the school e.g. through a nominated staff member, school suggestion box, school counsellor, school nurse.
- Reminding pupils of the schools policy and the support available to them on our notice boards.
- Regularly praising positive and supportive behaviour (all staff).
- Planning to ensure that work in school develops empathy and emotional intelligence
- Involving pupils in the development of classroom and school rules.

### Curriculum

- Discussing bullying as part of the curriculum (*provision is recorded in PSE/ESDGC Audit, CCC*).
  - Specific work on Bullying during PSE sessions, especially in Year 6 when the fear of bullying is very real e.g. in transition booklet
  - Work on Bullying using role-play and drama in Drama, English and Welsh lessons

- Specific work on self-esteem and assertiveness
- Peer group education e.g. drama production developed by senior pupils for Year 6 (Primary Schools)
- Regular sessions with Police Liaison Officer regarding Bullying

### School Environment

- Making all staff members (including non-teaching staff) aware of the schools policy and agreeing on strategies to prevent and deal with issues that may arise.
- Training Lunchtime Supervisors regarding playground activities and supervision.
- Conducting a survey to determine 'problem areas' on the school grounds (School Council).
- Ensuring that clear procedures are in place for the supervisors to report incidents.

This whole-school approach will ensure that our school is a safer and happier environment, with consequent improvements in attitudes, behaviour, and relationships thus having a positive impact on learning and achievement.

### Strategies for Parents

- We consult regularly with parents regarding whole-school issues.

We advise parents of the following when talking to a staff member regarding an incident:

- Try to stay calm
- Be as specific as possible about what your child says has happened

Make a note of what action the school intends to take

- Ask if there is anything you can do to help your child at school
- Stay in touch with the school

If concerns are not being addressed:

- Check the school anti-bullying policy to see if agreed procedures are being followed
- Discuss your concerns with the parent governor
- Make an appointment to meet the head teacher
- If this does not help, write to the Chair of Governors explaining your concerns
- contact the Director of Education for your authority, who will be able to ensure that the Governors respond to your concerns
- contact local or national parents support groups for advice.

### Strategies for Pupils

At Ysgol Gynradd Gymunedol Llannon we give pupils clear details about the range of ways for pupils to report bullying, including important indirect ways, and information about support for both victims and perpetrators. These include:

- **Class teacher. The class teacher is the member of staff who is primarily entrusted with the well-being of the child in their class. Pupils are encouraged to talk to their class teachers**

- **Other class teachers.** Some pupils feel more comfortable telling other class teachers
- **Headteacher leads the anti-bullying procedures in the school but is happy to deal directly with the victims of bullying**
- **Parents are welcome to contact staff to express concerns over bullying**

If all efforts fail to help pupils stop bullying fail, we take tougher action to deal with persistent and violent bullying.. We make sure that the whole school community knows what sanctions will be used. These sanctions are fairly and consistently applied. We follow the graduated approach suggested by Suckling and Temple in their publication "Bullying: a whole school approach" (Jessica Kingsley, 2001) is as follows:

- **Logical consequences.** Students need to be made aware that their behaviour is related to an outcome, and has consequences for themselves and others.
- **Time-out.** Removing the student from the group, not so much as a punishment, but rather as a time when he or she can think about their behaviour and often a solution
- **Denial of privileges, with the opportunity to redeem one's self**
- **Individual student management plan**
- **Parental involvement**
- **Counselling**
- **Removal of bully away from the victim**

If all steps fail it may be necessary to exclude the pupil for a fixed period or, particularly where serious violence is involved, the head teacher has the option of permanently excluding the pupil. This should not, however, be a standard course of action and each case should be considered separately.

### **Responses to Bullying** *Pathways of help - next page*

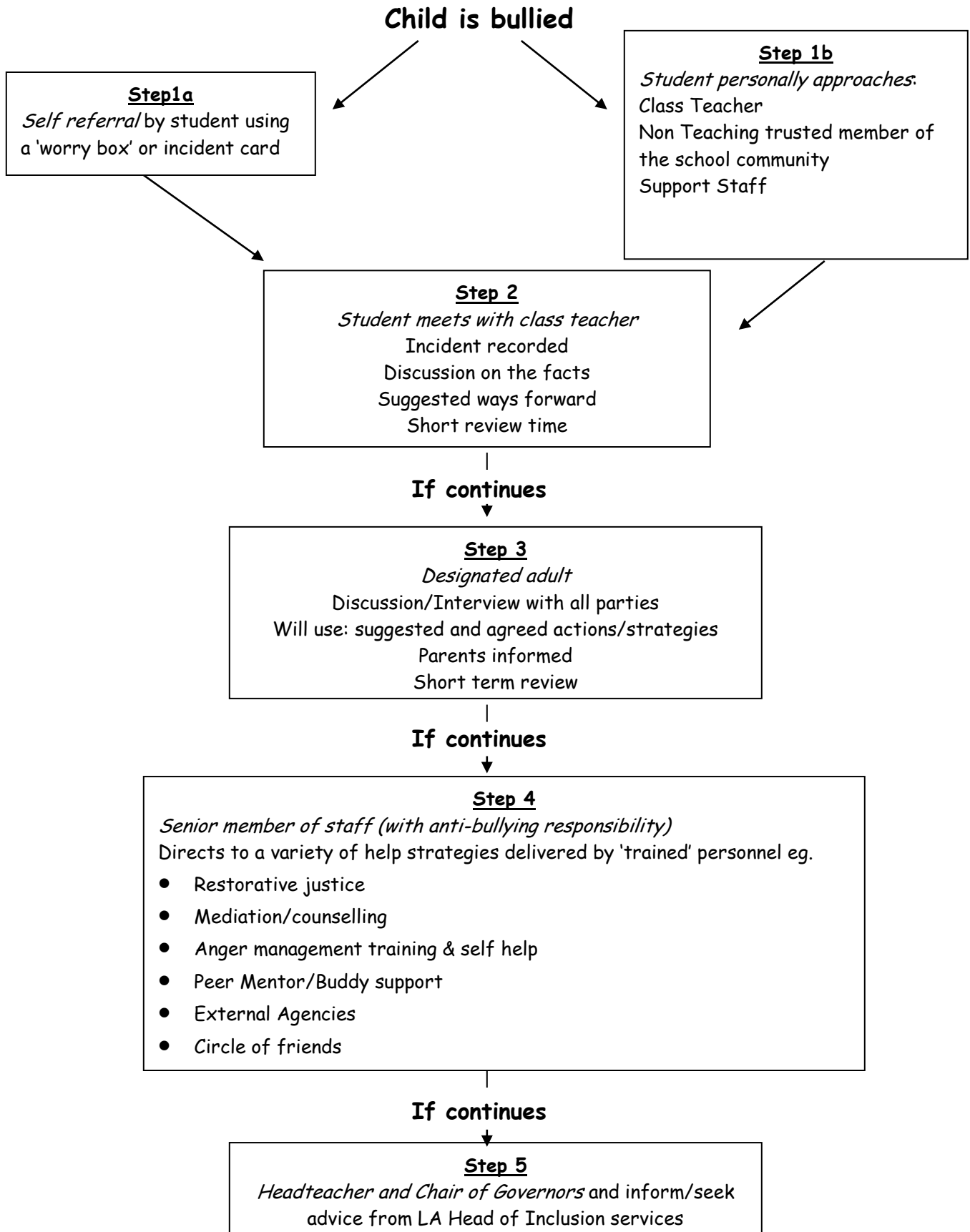
**Our school will respond promptly and effectively to reported incidents of bullying**

At Ysgol Gynradd Gymunedol Llannon we follow certain key points:

- **never assume that bullying does not happen in school**
- **never ignore suspected bullying**
- **don't make premature assumptions**
- **listen carefully to all accounts - several pupils saying the same does not necessarily mean they are telling the truth**
- **adopt a problem-solving approach which moves pupils on from justifying themselves**
- **follow-up repeatedly, checking that bullying has not resumed.**

# PROCEDURES IN SCHOOL FOR REPORTING BULLYING

## PATHWAYS OF HELP





## **Timetable for Development and Review**

The monitoring of this policy will be the responsibility of the senior management team. Progress will be recorded and follow-ups identified, showing whether the policy is really effective.

We will follow up the launch of the policy with regular reminders. A low-profile policy can be easily forgotten, and in subsequent years, new pupils need to be made aware of the policy. In monitoring the policy's effectiveness, the views of pupils will be sought on how well the policy is working. Any areas where problems persist, and where further work may be needed, will be identified.

This policy will be reviewed/ updated at least once every school year.

## **Support Agencies**

**Anti-bullying Alliance** - the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations who can help with bullying issues

[www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

### **Kidscape**

[www.kidscape.org.uk](http://www.kidscape.org.uk)

02077303300

**Childline** - advice and stories from children who have survived bullying  
08000 1111

### **Bullying on line**

[www.bullying.co.uk](http://www.bullying.co.uk)

**Parentline Plus** - advice and links for parents [www.parentlineplus.org.uk](http://www.parentlineplus.org.uk)  
08088002222

### **Parents Against Bullying**

01928 576152

## **Useful sources of information**

**Stonewall** - the gay equality organisation founded in 1989. Founding members include Sir Ian McKellen. [www.stonewall.org.uk](http://www.stonewall.org.uk).

**Cyberbullying.org** - one of the first websites set up in this area, for young people, providing advice around preventing and taking action against cyberbullying. A Canadian based site [www.cyberbullying.org](http://www.cyberbullying.org)

**Chatdanger** - a website that informs about the potential dangers online (including bullying), and advice on how to stay safe while chatting [www.chatdanger.com](http://www.chatdanger.com)

**Think U Know** - the Child Exploitation and Online Protection Centre (CEOP), has produced a set of resources around internet safety for secondary schools [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)

**Know IT All for Parents** - a range of resources for primary and secondary schools by Childnet International. Has a sample family agreement [www.childnet-int.org/kia/parents](http://www.childnet-int.org/kia/parents)