

Anti-Bullying Policy



YSGOL BRYN HEDYDD

Dream it, achieve it, use the force

Anti-Bullying and Anti-Harassment at the Workplace

Date	Review Date	Coordinator	Nominated Governor
June 23	June 25	G Evans	M Jones

We are a very busy and inclusive school, that pride ourselves on the very high standard of care and well-being that we offer our pupils. Developing happy, caring, independent and well-rounded pupils is at the heart of everything we do.

We encourage our pupils to work hard, behave well and treat others with respect, fostering an inclusive, happy and caring family atmosphere, encouraging pupils to achieve their potential. We strive to make learning an enjoyable and exciting experience.

As a team, we plan, create and offer a wide range of fun, interesting and challenging activities that form a rich and engaging curriculum, and aim to 'make a difference' for our pupils in so many ways.

What is bullying?

There are many definitions of bullying which all have three main things in common:

- It is deliberately hurtful behaviour (including aggression).
- Repeated, often over a period of time. It is not a 'one-off' incident.
- It is difficult for those being bullied to defend themselves.

Bullying can be directed at an individual or it may arise out of the victim's ethnicity, nationality, colour, appearance, health condition, disability, family circumstance, or sexuality. It can happen anywhere – at school, at home, online. It is usually repeated over a period of time and can hurt a child both physically and emotionally.

Any child can be bullied and although some factors may make a child more likely to be exposed to being bullied, it is important to note that none of these characteristics can ever excuse bullying. At Ysgol Bryn Hedydd, staff are alert for signs of bullying and act firmly and promptly against it in accordance with the school's behaviour and discipline policy.

Bullying can take different forms, it could include:

- Physical bullying – hitting, slapping or pushing someone
- Verbal bullying – name calling, gossiping or threatening someone
- Non-verbal abuse – hand signs or text messages
- Emotional abuse – threatening, intimidating or humiliating someone
- Exclusion – ignoring or isolating someone
- Undermining – constant criticism or spreading rumours
- Controlling or manipulating someone
- Making silent, hoax or abusive calls

The following types of bullying are also hate crime:

- Racial, sexual, transphobic or homophobic bullying
- Bullying someone because they have a disability

Not all incidents of quarrelling and fighting are bullying. Although such behaviour will also be given due attention, it is important to recognise the difference between single incidents and the sustained

nature of bullying. Strategies required to resolve bullying will usually be different to those employed for single incidents.

What is cyber-bullying?

Cyber-bullying is bullying that takes place online, using any form of technology. Unlike bullying offline, online bullying can follow the child wherever they go, via social networks, mobile phone and gaming.

Cyber-bullying can include:

- Sending threatening or abusive text messages.
- Creating and sharing embarrassing images or videos.
- Trolling – sending menacing or upsetting messages on social networks, chat rooms, online games.
- Excluding children from online games, activities or friendship groups.
- Shaming someone online.
- Setting up hate sites or groups about a particular child.
- Encouraging young people to self-harm.
- Voting for or against someone in an abusive poll.
- Creating fake accounts, hijacking or stealing online identities to embarrass a young person or cause trouble using their name.
- Sending explicit messages, also known as sexting.
- Pressuring children into sending sexual images or engaging in sexual conversation.

What are the signs of bullying?

Pupils being bullied could be under considerable stress and indicate this by behaving in a way which is out of character. The following are some common warning signs of anxiety or stress which may be related to bullying:

- Belongings getting 'lost' or damaged.
- Physical injuries – bruises, scratches etc.
- Unusual absences from school, feigning illness or truanting.
- Lacking in concentration, not doing as well at school.
- Becoming shy, nervous, withdrawn, losing confidence, withdrawing from social activities
- Becoming distressed, clinging to adults.
- Temper flare-ups, abusive language, impulsive hitting out.
- Asking for, or stealing money (to give to whoever's bullying them).
- Problems with eating and/or sleeping.
- Bullying others.

Staff are aware if they notice any changes of character they should inform a member of the Senior Leadership Team.

Who is involved in bullying?

A person who exhibits bullying behaviour – the bully, may display the following behaviours:

- Display power – size, popularity, athleticism, knowledge etc.
- Lacking in empathy.
- Blame others to excuse their own behaviour.
- Does not accept responsibility.
- Crave attention.
- Be impulsive, hot-headed and dominant.
- Become easily frustrated.
- Have difficulty following the rules.

It is important to determine if they themselves have their own problems, so they may feel upset or angry or feel they don't fit in; perhaps they have problems at home. It may be that they are a victim of bullying themselves, perhaps by someone in their own family. They are possibly scared of getting 'picked on' themselves, or maybe want to show off and seem 'tough'.

If a child is left to exhibit bullying behaviours without intervention, these may escalate to other types of antisocial or more aggressive behaviours. It is important, therefore, that while interventions may include disciplinary consequences and hold the bully to account for their behaviour, they are also offered support themselves. Therefore, it is important that the individual is provided with opportunities to begin to understand the harm they have caused and begin to learn appropriate ways to manage their feelings or emotions in the future.

Dealing with bullying.

The first action that must be taken when bullying is reported or suspected is an investigation. The alleged victim and their parents/carers if appropriate must be reassured that the allegations are of importance and will be addressed both rigorously and promptly. Investigations should involve discussions with the victim, bully(ies) and witnesses. The outcome of the investigation should be discussed fully with both victims and perpetrators and steps taken by the member of the staff dealing with the incident.

We advise parents to:

- Contact school if you are aware or suspect bullying is taking place.
- Encourage your children NOT to be aggressive with each other.
- Be aware that children 'fall out' and are unkind to each other and this may not constitute bullying. However, the situation will need to be dealt with as a learning point.
- Support the school if further action is taken.

Pupils are taught to:

- Tell someone and trust staff to take action.
- Be aware of rewards and consequences in school.
- Not stand by and do nothing or laugh when bullying is taking place.
- Try to be helpful and kind to other people at all times.
- Accept consequences if found bullying.

Governors need to:

- Understand and know about the policy.

- Support staff in implementing the policy.
- Take an active role in the review and maintenance of the policy.

Teaching and support staff need to:

- Be prepared to find time to listen to children and take them seriously, and aware that some children are not as emotionally strong as others.
- Look out for possible bullying behaviour and be aware of bullying hotspots.
- Establish routine opportunities for children to talk about bullying.
- Include teaching about positive behaviour throughout the curriculum.
- Implement whole school policy on rewards and consequences.
- Ensure reporting procedures are clear.
- Examine our own behaviour to ensure we are not bullying pupils, colleagues or parents.
- Ensure everything we do gives the message 'bullying is not OK'.
- Encourage collective responsibility for ownership of the problem.

What we do to prevent bullying?

- School has worked with all staff, governors, pupils and parents to ensure that they have an understanding of bullying.
- As a school we ensure that every pupil knows we do not tolerate bullying.
- We talk to pupils regularly about appropriate ways of behaving towards each other – assemblies, circle time, PSE etc.
- We deal immediately with any complaints and deal firmly with anyone using bullying behaviour.
- We keep in contact with the parents of those who have been bullied.
- Our Police Liaison Officer regularly attends school, and can become involved on an individual basis, as well as having specific lessons with classes.
- The school council discusses bullying on a regular basis, and are involved in initiatives to understand, prevent and deal with bullying.
- Our well-being team are proactive in supporting classes and individuals with concerns.
- We have class rules and pupil pledges that are displayed within school.

How do we deal with bullying?

- The school ask that all incidents of bullying are reported to staff.
- As a school we take all allegations seriously and investigate thoroughly, reassuring both the victim and parent/carer that we are doing this.
- We encourage the bully to offer an apology and try where possible to reconcile the pupils.
- Where appropriate we will enforce consequences against the bully, as well as help to support the bully to change their behaviour.
- When necessary we ask parents to come into school to discuss the incident.
- Parents/carers will be contacted to update them on the outcome of the situation.

- Where necessary and if appropriate we could consider exclusion and if necessary involve the police and/or our Police Liaison Officer.