

Ysgol y Wern

Anelwn am y Brig Uchaf

Ysgol Y Wern

Anti - Bullying Policy

Article 19(Children's Rights)

You should not be harmed and should be looked after and kept safe.

Mission Statement

Ysgol Y Wern takes the issue of bullying very seriously, and it will not be tolerated in this school. We are committed to creating a school where every person is valued, respected, and welcomed into our school with warmth and care.

At Ysgol y Wern, we are fully committed to ensuring that every pupil and every member of staff is safe and happy. It is everyone's responsibility to prevent bullying from happening and this policy includes guidelines that uphold this ethos. Our aim is to challenge attitudes towards bullying, improving the understanding of pupils and staff.

Definition

The definition used by the Welsh Government is: 'Behaviour by an individual or group, usually repeated over a period of time, that intentionally hurts others, either physically or emotionally.'

Bullying can happen in different ways:

- **physical** – kicking, tripping or pushing someone, injuring someone, damaging their property or making gestures to frighten someone
- **verbal** – mocking and name-calling, insulting, threatening, humiliating or intimidating
- **emotional** – behaviour intended to isolate or harm or embarrass someone
- **indirect** – sneaky or stealthy actions that take place behind the target's back or spreading rumours
- **online** – using any type of technological means, mobile phones, social networks, games, chat rooms, forums or apps to bully by means of text messages, messages, images or video

- **damage relationships** – bullying that seeks to harm the target's relationships or social status: encouraging his friends to turn away from him, benefiting from additional educational needs (ALN) or an individual's long-term illness, targeting his family's social status, isolating or shaming someone willfully or willfully cause trouble to someone
- **sexual** – unwanted touching, threats, comments and jokes or innuendos.
- **prejudice-related** – bullying a learner or group of learners because of prejudice. This could be linked to stereotypes or assumptions about identity. Bias-related bullying includes the protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation). Prejudice can extend beyond the protected characteristics and can lead to bullying due to a variety of other reasons such as social status and background.

At Ysgol y Wern we will:

- ensure that pupils know that they can discuss matters with a member of staff at any time;
- ensure that we listen to every pupil who raises an issue of bullying;
- ensure that we respond appropriately to all pupils who raise concerns about bullying.

How do we recognize bullying?

Bullying happens under the surface, out of sight and earshot of school staff. The most important element identifying bullying is to create a positive school culture where bullying will not be tolerated, and the reporting of bullying is seen as a positive and valued act by pupils. Our message is the importance of '**calling out the bully.**'

However, there are possible signs of bullying that school staff should consider and to which they should respond with enquiry. Some key signs may include:

- a reluctance to come to school/erratic attendance;
- a marked deterioration in a pupil's performance;
- a reluctance to go out to play;
- a reluctance to leave school at the normal time, walk home with other pupils or use the school bus;
- unlikely excuses for possessions damaged or destroyed;
- pupils who 'lose' their possessions;
- pupils who present as isolated in the playground, dining room, during games etc.
- asks for money or starts stealing money (to pay bully)
- parent/carer informs school that pupil has come home with unexplained bruises, torn clothes, which they may be reluctant to discuss;
- parent/carer informs school that pupil has come home hungry;

- parent/carer informs school that pupil has started to bully other children and siblings.

Anti-bullying strategies

There is no single strategy for dealing with bullying but a variety of strategies are set in the context of whole school approaches to positive behaviour.

A Whole School Anti-Bullying Policy

The policy makes it clear to all members of the school community that they have a role to play in preventing bullying. This includes pupils, parents/carers, governors, lunchtime staff and other non-teaching staff.

Staff training is an important part of ensuring that the policy is implemented. The policy makes it clear to all staff that bullying is unacceptable. Incidents of bullying must be brought to the attention of persons of authority within the school and these incidents should be dealt with immediately.

Ethos and Culture

Ysgol Y Wern promote positive attitudes and values which are care for others, sensitivity to others' feelings, respect for others and self-respect. This is done by:

- nurturing a school community that promotes and develops zero tolerance towards bullying; where pupils can confidently report incidents of bullying knowing that they are appropriately dealt with e.g. 'Cyfeillion Clos', Circle Time, Curriculum, assemblies, School Council, Well-being Committee; talks by outside agencies e.g. Community Police Officer.
- embedding health and well-being throughout our curriculum. The Health and Wellbeing Area of the Learning Experience relates to the physical, psychological, emotional and social aspects of our lives. One-off lessons or short activities are less likely to succeed than curriculum-embedded work that gradually addresses relationships, positive behaviour and resilience. Work across the curriculum builds a supportive school culture and shared values.

Classes

We try to create a safe atmosphere, so that the children can learn without fear or worry. In the classroom we will use strategies to confirm positive behaviour, for example, working in pairs and small groups, discussing and setting class values which are set by the pupils and which are displayed on the classroom wall.

There are opportunities within the curriculum where we can discuss bullying and teach the pupils how to deal with any case. Health and Wellbeing lessons are a golden opportunity where bullying can be discussed. Circle Time can give the pupils an opportunity to discuss sensitive issues and showing empathy and methods of resistance can be encouraged. Cyfeillion Clos are able to build relationships with vulnerable pupils.

Role of Pupils (To Be Active Citizens Of The School Community)

- Pupils are encouraged always to tell a teacher/staff about bullying, not to join in bullying, to challenge bullying behaviour by showing disapproval and not to exclude someone from a group.
- Cyfeillion Clos enable pupils to help other pupils. They support others who need it and help those involved in bullying incidents.
- Our School Council/Wellbeing Committee gives the pupils an opportunity to discuss our responsibility and to take part in discussions. It can be a forum where issues can be discussed and the best ways to deal with bullying. The council can also be informed about any concerns the pupils have through the suggestion box in the corridor.
- The School Council will amend their policy annually.

Procedures

At Ysgol Y Wern when dealing with incidents of bullying we:

- take note of the definitions of bullying and deal with each incident on an individual basis;
- deal with all reported incidents of bullying immediately. Dealing with the incident quickly and sensitively send the correct message to all the parents/carers, the alleged victim and bully and prevents issues from becoming more complex;
- investigate the incident carefully by interviewing the alleged victim, the alleged bully/bullies, any by-standers and record all statements in the spirit of finding a solution to the problem for all concerned;
- take short term measures while the incident is being investigated. The victim and the bully may need to be separated or a monitoring system may need to be put in place. Follow up measures are always implemented to resolve the issues in the long term, this may involve phoning parents for up-dates;
- record incidents kept centrally by the HT, this includes information on all those involved in the bullying incident. Any incidents recorded will be

- monitored and followed up by the HT. This information will help the HT to monitor incidents across the school and will be used to put action and procedures in place to counteract incidents of bullying;
- Adopt a whole-school approach to promoting positive and respectful behaviour between staff and learners as part of our whole-school approach to wellbeing.

Role Of Parents/Carers

- Parents/carers will be aware of the School's policy which is on the School's website.
- Parents/Carers have an important role to play by discouraging their children from using bullying behaviour and also by being vigilant for the signs of bullying.
- If parents/carers are concerned that their child is suffering from bullying, or suspect that their child is bullying others, they should inform the class teacher immediately.
- When an incident of bullying has occurred parents/carers and staff should agree a timetable so that adequate time is given to the school to investigate and deal with any problems effectively so that parents know by when they can expect a response.
- Parents/Carers should be involved in positive ways to help resolve the problems. The parents have a responsibility to support the school's anti-bullying policy, and actively encourage their children to be positive members of the school.
- Parents/Carers should be reassured that if they continue to have concerns or if the problems reoccur, they can go back to the school and discuss their concerns with school staff.
- Parents/carers should be informed that they can make an official written complaint to the Headteacher if they are not satisfied with the way the matter is dealt with. After the Headteacher has investigated the matter, if they remain unhappy, they can write to the Chair of the Governing Body to ask them to officially review the matter.
- These guidelines should be made clear to parents and carers:

In the first place talk to the teacher/teacher of your child's class and they will discuss the matter with the Headteacher. If the issue persists discuss the matter with the Headteacher yourself.

Role Of Teachers and Support Staff

- All our staff have an agreed and shared view of the school's definition of bullying.

- All those involved in the school will be committed to the policy.
- The teacher should keep a written record of any allegations of bullying in order to inform the SMT of the situation. If the action is serious the Headteacher/SMT should be informed of the situation **immediately**.
- The teachers will deal with any case immediately. They will talk to the child as well as the children who have been accused. Following this there will be a whole class discussion through Circle Time. The class/school's values will be reinforced. The children are reminded that they have the opportunity to express their concerns at any time. Parents will be informed of the steps taken. The teacher should ask the child again later to ensure that the situation has improved.
- Any situation that does not improve should be discussed with the Headteacher/Team Leader.
- The allegation should be referred to the ALNCo to discuss if a risk assessment or specific program is needed for a child's behaviour.
- Copies of the policy are given to the teachers.
- Bullying by staff and pupils will not be tolerated and any case should be reported to the Headteacher or a member of the SMT immediately.
- Matters queries as regards this policy should be discussed with **Mrs E Confrey (Health and Wellbeing Learning and Experience Area Leader)**

Role Of Head Teacher

It is the Headteacher's responsibility to ensure that the policy is implemented, and to ensure that all staff are aware of the school's policy and know how to deal with bullying. The Headteacher reports back to the governing body regarding the effectiveness of the policy. The Headteacher ensures that all the pupils know that bullying is unacceptable in this School. The headteacher brings this to the attention of the children at suitable times e.g. use of assembly time. If a child continues to bully other children, parents are invited to the School to discuss the matter. In extreme cases, e.g. when the negotiations have been unsuccessful, the headteacher will contact external agencies.

The role of Governors

The Governing Body supports the school in all efforts to eliminate bullying . This policy clearly states that the Governing Body does not allow bullying to take place in the School. Any case of bullying will have to be dealt with seriously. The Governing Body constantly reviews the policy and asks the School to keep an accurate record of all cases of bullying.If a parent asks the Governing Body to investigate a case of bullying, they will do so within ten days. In all cases, the

Governing Body will inform the Headteacher and ask her to investigate the case and report back to a representative of the body. The Governing Body can obtain advice from the LEA if necessary.

External Agencies

The school maintains close links with the LEA Safeguarding Team.

Links with other School Policies

Behaviour Policy
Child Protection Policy
ICT / E-Safety Policy
Equality Policy

Monitoring and review

This policy is monitored on a day-to-day basis by the head teacher, who reports to governors about the effectiveness of the policy, on request

Reviewed November 2024

Acting Head Teacher _____ Nia Jones _____ **Date** _November
2024_____

Governing Body Chair person ____ Hannah
Fernandez _____ **Date** ____ **November 2024** _____