



Anti-bullying Policy

The United Nations Convention on the Rights of the Child (CRC) is at the heart of our school's planning, policies, practice and ethos. As a rights-respecting school we not only teach about children's rights but also model rights and respect in all relationships.

Anti-bullying Policy for Ysgol Gymraeg Bryniago

At Ysgol Gymraeg Bryniago every person has a right to feel safe, happy and included. All bullying of any sort is therefore unacceptable. We recognize the effects that bullying can have on pupils' feelings of worth and on their school work, and the school community will actively promote an anti-bullying environment.

OUR INTENTIONS IN PRODUCING THIS POLICY:

- To provide a learning environment free from any threat or fear.
- To reduce and to eradicate wherever possible, instances in which pupils are made to feel frightened, excluded or unhappy.

- To establish a means of dealing with bullying, and of providing support to pupils who have been bullied.

- To ensure that all pupils and staff are aware of the policy and that they fulfil their obligations to it.

DEFINITION OF BULLYING

Bullying involves dominance of one person by another, or a group of others, is pre-meditated and usually forms a pattern of behaviour rather than an isolated incident. Bullying can occur through several types of anti-social behaviour. It can be:

a) PHYSICAL

A child can be physically punched, kicked, hit, spat at, etc.

b) VERBAL

Verbal abuse can take the form of name calling. It may be directed towards gender, ethnic origin, physical/social disability, or personality, etc.

c) EXCLUSION

A child can be bullied simply by being excluded from discussions/activities, with those they believe to be their friends.

d) DAMAGE TO PROPERTY OR THEFT

Pupils may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hand over property to them

We have to recognise that many children experience bullying at some point in their school life. The fact that incidents may not be reported to us does not mean that they are not happening. We must be alert to signs of bullying and act and be seen to act, firmly against it wherever and whenever it appears,

CREATING AN ANTI-BULLYING CLIMATE IN SCHOOL

Our school's Behaviour Policy explains how we promote positive behaviour in school to create an environment where pupils behave well; where pupils take responsibility for each other's emotional and social well-being and include and support each other. Our aim is to create a climate where bullying is not accepted by anyone within the school community.

Our curriculum will be used to:

- Raise awareness about bullying and our anti-bullying policy.
- Increase understanding for victims and help build an anti-bullying ethos.
- Teach pupils how constructively to manage their relationships with others.

Circle Time, role-play and stories will be used to show what pupils can do to prevent bullying, and to create an anti-bullying climate in school.

Bullying will not be tolerated and we make this clear in the information we give to pupils and parents when they join our school.

We have a secure "Bully Box" which allows pupils to report anonymously any specific or general concerns about bullying in school.

Our School Council offers a forum in which concerns about bullying can be discussed on a regular basis.

We will ask pupils where and when bullying occurs in school and we will supervise, and try to eliminate any unsafe areas that they report to us.

YSGOL GYMRAEG BRYNIAGO'S STRATEGIES FOR DEALING WITH BULLYING STAFF

If you come across bullying what can you do?

First steps:

DO

- remain calm; you are in charge. Reacting emotionally may add to the bully's fun and give the bully control of the situation
 - take the incident or report seriously
 - take action as quickly as possible
 - think hard about whether your action needs to be private or public
 - reassure the victim(s), don't make them feel inadequate or foolish
 - offer concrete help, advice and support to the victims
 - encourage the bully to see the victim's point of view
 - use the range of sanctions outlined in our Behaviour and Discipline Policy
 - explain clearly any punishment and why it is being given.
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Involving others:

DO

- inform the Headteacher, Deputy Headteacher or member of the Senior Management Team. All reports of bullying will be logged by the Headteacher.
- inform colleagues if the incident arose out of a situation where everyone should be vigilant e.g. toilets.

The Headteacher will inform both sets of parents calmly, clearly and concisely and reassure both sets of parents that the incident will not linger on or be held against anyone.

Final steps:

DO

- make sure the incident doesn't live on through reminders from you
- try to think ahead to prevent a recurrence of the incident, if you uncover the trigger factor
- If you have to deal with bullying what should you avoid?
- Don't be over-protective and refuse to allow the victim to help him/herself
- Don't assume that the bully is bad through and through; try to look objectively at the behavior with the bully
- Don't keep the whole incident a secret because you have dealt with it
- Don't try to hide the incident from the parents of the victim or of the bully
- Don't call in the parents without having a constructive plan to offer either side

CHILDREN

What can you do if you are being bullied?

Remember that your silence is the bully's greatest weapon!

- Tell yourself that you do not deserve to be bullied, and that it is **WRONG!**
 - 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 thrives on someone's fear), then go straight to a member of staff.
 - Stay with a group of friends/people. There is safety in numbers.
 - Be assertive – tell the bully you don't like their behavior. Walk confidently away. Go straight to a member of staff.
 - Fighting back makes things worse. Talk to a member of staff and your parents.
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- Generally it is best to tell an adult you trust straight away. You will get immediate support.
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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.

PARENTS

As a parent what can you do?

- 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.
- 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.
- If you feel your child may be a victim of bullying behavior, inform the School IMMEDIATELY. Your complaint will be taken seriously and appropriate action will follow.
- It is important that you advise your child not to fight back. It can make matters worse!
- Tell your own son or daughter there is nothing wrong with him or her. It is not his or her fault that they are being bullied.
- Make sure your child is fully aware of the school policy concerning bullying, so that he/she will not be afraid to ask for help. Encourage children to speak to their classteacher.

AS A SCHOOL

As a school we will:

- Organise the school community in order to minimise opportunities for bullying, e.g. provide increased supervision at problem times.
 - Use any opportunity to discuss aspects of bullying, and the appropriate way to behave towards each other, e.g. the PSHE scheme of work.
 - Deal quickly, firmly and fairly with any complaints, involving parents where necessary.
 - Review the School Policy and its degree of success.
 - Continue to have a firm but fair discipline structure. Our rules are few, simple and easy to understand.
 - Not use teaching materials or equipment which gives a bad or negative view of any group because of their ethnic origin, gender, etc.
 - Encourage pupils to discuss how they get on with other people and to form positive attitudes towards other people. This includes a review of what friendship really is.
 - Encourage pupils to treat everyone with respect.
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- We will treat bullying as a serious offence and take every possible action to eradicate it from our School.
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EVALUATION

Our Bullying policy will be kept under regular review involving both teaching and associate staff. A formal review will be undertaken annually.

CONCLUSION

This policy should be read in conjunction with other relevant policies for our school e.g.

Attendance Policy: *Good practice in our teaching and discipline is also likely to be good practice in preventing truancy.*

Equal Opportunities Policy including Race Equality Policy: *We take harassment seriously in all its forms. We make clear to pupils that such practices are unacceptable and will not be tolerated.*

Home/School Links Policy: *We believe that parents and carers have a vital role in fostering good behaviour. An active partnership with parents is vital if we are to maintain a successful school.*
