



Ysgol y Ddraig Anti Bullying Policy

The aim of the Anti-Bullying Policy is to ensure that children learn in a supportive, caring and safe environment without fear of being bullied. Only when all issues of bullying are addressed will children be able to fully benefit from the opportunities available at School.

The School Standards and Framework Act 1998 states that all maintained schools must have in place an Anti-Bullying Policy that outlines procedures in order to prevent bullying among pupils.

We have a duty of care to protect pupils from bullying as part of our responsibility to provide a safe, secure, caring and friendly school environment for all the children in order to protect them from those who wish to deliberately hurt them either physically or emotionally. Our safeguarding procedures are in line with Sections 3(5) and 87(1) of the Children Act 1989 and Section 157 of the Education Act 2002 and that we promote the welfare of all children in our care.

Definition

Bullying is anti-social behaviour and can affect anyone; it is unacceptable and will not be tolerated. Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

The three main types of bullying are:

- Physical (hitting, kicking, theft, inappropriate touching)
- Verbal (name calling, racist remarks)
- Indirect (spreading rumours, excluding someone from social groups)

Children who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Children must be encouraged to report bullying in school. In October 2017 our School Council devised a child appropriate Safeguarding Charter, which includes

reference to bullying; this is displayed in all classes and will be reviewed as and when necessary. Our Pupil Action Group, the Safety Officers reviewed the charter in January 2019.

Aims of this Policy

This Policy is designed to ensure that as a School we are alert to signs of bullying and act promptly and firmly against it.

Our School aims:

- To promote a secure and happy environment free from threat, harassment and any type of bullying behaviour.
- To take positive action to prevent bullying from occurring and promote Playground Pals and other systems designed to prevent such occurrences.
- To show commitment to overcoming bullying by practising zero tolerance and have in place established systems that will deal with incidents of bullying.
- To inform children and parents of the School's expectations and to foster a productive partnership, which helps maintain a bully-free environment.
- To make staff aware of their role in fostering the knowledge and attitudes, which will be, required to achieve the above aims.
- To develop confident children who will notify staff of any incident of bullying.
- To inform everyone connected with the School of the School's Anti-Bullying Policy.
- To work with other schools to share good practice in order to improve this policy.

Within the curriculum the School will raise awareness of the nature of bullying through inclusion in PSE, SEAL schemes: Say NO to Bullying, Getting on and falling out; Relationships assemblies; and subject/Area of Learning and Experiences (AoLE), as appropriate, in an attempt to eradicate such behaviour.

Procedures

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident should be given to the Headteacher/Deputy Headteacher.
- If necessary, the Headteacher/Deputy Headteacher will interview all concerned and will record the incident.
- Class teachers will be kept informed and keep a record of incidents using the School online reporting system 'My Concern.'
- Parents will be kept informed of any incidents.

Consequences and sanctions will be used as appropriate and in consultation with all parties concerned in accordance with the Behaviour and Pupil Discipline Policy.

Pupils who have been bullied

Pupils who have been bullied will be supported by offering them an immediate opportunity to discuss the experience with a member of staff of their choice. The member of staff will:

- Reassure the child
- Offer continuous support
- Help to restore self-esteem and confidence
- Arrange, as appropriate, inclusion, in School programmes including nurture, ELSA and/or School based counselling

Pupils who have bullied

Pupils who have bullied will be supported by a member of staff to:

- Discuss what happened
- Discover why the pupil became involved
- Establish the wrong doing and the need to change

Parents or guardians of the child will be informed to help change the attitude and behaviour of the child.

Staff Responsibilities

School staff are responsible for:

- Implementing procedures to confront bullying in any form.
- Listening to all parties involved in incidents.
- Investigating incidents of bullying as fully as possible,
- Taking appropriate action, or referring the matter to the Headteacher/Deputy Headteacher for further action.
- Recording and informing parents of bullying incidents.
- Promoting the use of a range of teaching and learning styles and strategies, which challenge bullying.
- Fostering and modelling by example the values of the School.

Staff raise awareness of this policy to Parents and Carers in annual Parent talks each September.

Training

The School INSET programme and staff induction procedures aim to ensure that everyone is aware of and adheres to this Policy. Teaching staff are updated each academic year and as and when required.

Midday supervisors are formally updated yearly and when required through at least half termly meetings.

All School staff will undertake training in:

- What is bullying?
- Types of bullying such as cyber bullying, bullying of children with additional learning needs, homophobic bullying and bullying around race, religion and culture in addition to physical, verbal or emotional bullying;
- Recognising bullying;
- Anti-bullying strategies;
- How to deal with a bullying incident;
- Counselling the bullied and the bullies;

- Working and co-operating with parents and carers.

Identified children will undertake Playground Pals training (annually) to support positive behaviour at play times and lunchtimes. All children and staff will have awareness raising opportunities to understand the role of the Playground Pals.

We ensure all School personnel have equal chances of training, career development and promotion.

Periodic training will be organised for all School personnel so that they are kept up to date with new information and guidelines concerning equal opportunities.

Monitoring, Evaluation and Review

The School will review this Policy and assess its implementation and effectiveness. The Policy will be promoted and implemented throughout the School.

The Policy was drawn up in consultation with staff, parents, governors and children in September 2015. This Policy will be reviewed annually as part of school's self-evaluation processes.

Last reviewed: January 2019 Staff and Governors

