

YSGOL DERWENFA



Anti-Bullying Policy

Reviewed: May 2020

Anti-bullying Policy

Introduction

Bullying is an insidious social problem found in many occupations and walks of life. In the school environment it can be found amongst the pupils and the staff. The role of the Head teacher, as manager of the school, is to ensure as far as reasonably practicable, that the structures and procedures embedded in the school behaviour policy prevent bullying. Ultimately, it is the responsibility of the whole school community to eradicate bullying by ensuring the development of a caring and supportive ethos.

Here at Ysgol Derwenfa we endeavour to ensure that the secure and caring environment created and the general atmosphere within the school actively discourages bullying. Within the ethos of the school the value of individuality and the nature of the emotional life of the pupils is catered for.

It has been proved that schools, which place emphasis on prevention, have less bullying. We firmly believe that this is undoubtedly true at Ysgol Derwenfa, where incidents of bullying are indeed exceedingly rare. The watchfulness of all staff, inside and outside the classrooms is responsible for the low incidence which take place.

During break times we have at least two members of staff on duty. During the lunch break the senior supervisor, supported by two D.R.A.'s work very closely with the Head teacher and Deputy Head teacher. The implementation of classroom monitors ensures that movement within the school is orderly and purposeful, and when the two members of staff during breaks and ancillary staff during the dinner hour move from class to class there are always monitors in the classrooms.

As part of their role as class teachers, HLTA's and classroom assistants they will also be the main confidant of victims and also the first people to whom pupils can report incidents of bullying. The staff will deal effectively and quickly with any complaint, as they feel fit under the guidance of this policy. If the incident is of a more serious nature it will be reported to the Head teacher or Deputy and if need be recorded in the school concern file.

Our Aims and Objectives state that:

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim, at Ysgol Derwenfa to produce a safe and secure environment where all can learn without anxiety.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

We aim to make staff and all connected with Ysgol Derwenfa aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

Definitions of Bullying

We recognize that many children and young people will experience conflict in their relationships with other children and young people and as a school we are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others.

a) There are many definition of bullying, but most consider it to be :

Deliberately hurtful (including aggression)

Repeated often over a period of time (whilst recognising that even a one off incident can leave a pupil traumatised and nervous of future occurrence)

Difficult for victims to defend themselves against

b) Individual pupils perspectives on what constitutes bullying is also a key element we must take into account.

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

PHYSICAL – hitting, kicking, taking belongings, sexual harassment or aggression.

VERBAL – name calling, insulting, making of offensive remarks

INDIRECT – spreading nasty rumours about someone, exclusion from social groups, being made the subject of malicious rumours, spreading malicious e-mails, text messages on mobile phones or through social networking sites.

NAME CALLING is the most common direct form. This maybe because of individual characteristics, but pupils can be called nasty names because of their ethnic origin, nationality or colour: sexual orientation (or perceived); or some form of disability. Harassment can also include bullying of children who are from other parts of the United Kingdom, or even other parts of Wales. Name-calling can also occur where a pupil has a different dialect or accent from the majority in the class or school.

Cyberbullying is the use of Information and Communications Technology (ICT), particularly mobile phones and the internet, deliberately to upset someone else.

c) Any child can be bullied and certain factors can make bullying more likely. These include:

- Lacking close friends at school
- Being shy
- Over protective family environment
- Having a precocious talent
- Being different in some respect – such as stammering
- Having a disability or physical, mental or sensory impairment.
- Scarring or disfigurement on the face or body
- Religious affiliation

- Speaking a different language.
- Possessing expensive accessories such as mobile phones or computer games (conversely not possessing these)
- Having physical characteristics or traits which do not conform to recognisable traditional forms of masculinity or femininity
- Coming from a different social class.
- Clothing

Why is it important to respond to bullying?

There is considerable evidence to show that bullying has both short term and longer-term impact on pupils. Bullying impacts on pupils' wellbeing, can impact on attendance and become a significant barrier to learning. Bullying is associated with lower levels of school engagement and achievement both in primary and secondary schools and can lead to mental health concerns such as anxiety and depression.

Bullying is unacceptable. Our school will respond promptly and effectively to reported incidents of bullying.

In our school community:

- Everybody has the right to be treated with respect.
- Everybody has the right to feel happy and safe.
- No-one deserves to be a target of bullying.
- Pupils who bully need to learn different ways of behaving.

National research has shown that some groups of pupils are particularly vulnerable to bullying these include pupils with SEND, looked after children, pupils from minority ethnic groups or faiths, young carers, LGBT pupils and those perceived to be LGBT.

Identifying the Problem

Children who are being bullied at school will not always be prepared to tell those in authority. However, when a disclosure is made, it is always treated seriously.

For those pupils who are unable to inform staff about their problem, staff are encouraged to make observations regarding specific behaviour patterns. These SIGNS of bullying include;

- Unwillingness to come to school
- Withdrawn isolated behaviour
- Complaining about missing possessions
- Refusing to talk about the problem
- Being easily distressed
- Damaged or incomplete work

Roles and responsibilities of the Governing Body, Head teacher and staff at Ysgol Derwenfa in ensuring a whole school anti bullying strategy.

The role of the Governing Body

The Governing Body supports the Head teacher and staff in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the Governing Body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Governing Body monitors the incidents of bullying that occur and reviews the effectiveness of the school policy regularly. The Governors require the Head teacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies. The Chair of Governors will be notified of any serious bullying allegations.

The Governing Body will respond within ten days to any request from a parent to investigate incidents of bullying. In all cases, the Governing Body will notify the Head teacher and ask them to investigate the case and to report back to a representative of the Chair of Governors.

The role of the Head teacher

It is the responsibility of the Head teacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Head teacher reports to the Governing Body about the effectiveness of the anti-bullying policy on request.

The Head teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Head teacher or deputy will draw the attention of children to this fact at suitable moments. For example, if an incident occurs, the head teacher or deputy may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.

The Head teacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The Head teacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of the Staff

Members of staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school.

If members of staff witness an act of bullying, they will do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Head teacher, the member of staff informs the child's parents.

We keep a concern file in the school office where we record all incidents of bullying that occur outside lesson time, either near the school or on the children's way home or to school. If any adult witnesses an act of bullying, they should record the event in the logbook.

If members of staff become aware of any bullying taking place between members of a class they will deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. We will spend time talking to the child who has been bullied. We will explain why the action of the child was wrong, and we will endeavour to help the child to change his/ her behaviour in future. If a child is repeatedly involved in bullying other children, we inform the head teacher and the additional needs co-ordinator. We will then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the head teacher may contact external support agencies such as the social services

The staff will attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

Where bullying refers to a member of staff they must refer to the guidelines outlined in the school's Harassment Policy which relates to staff bullying.

The role of Parents / Carers

Parents who are concerned that their child might be bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

Parents have a responsibility to support Ysgol Derwenfa's anti-bullying policy and to actively encourage their child/ children to be a positive member of the school.

Procedures for Dealing with Bullying

Staff

If you suspect a child is being bullied inform the Head teacher or deputy Head teacher

Inform colleagues if the incident occurred in an unsupervised area.

Head teacher or member of staff will investigate the problem. Establish what has been happening and log the situation.

The Head teacher will inform both sets of parents calmly, clearly and concisely.

Reassure all concerned that the incident will not linger on or be held against anyone.

Any incident of bullying will be monitored closely and reviewed with regular update / review meetings with all parties to try to eradicate the incidents.

This document has the commitment of the whole school and applies to all staff.

Being committed to this policy is the single most important factor in preventing bullying.

The staff will undertake to act in the manner described above when problems are identified and implement the strategies outlined in this policy.

Pupils

If a pupil is being bullied, they should be encouraged to follow the procedure outlined:

- Tell a teacher or another adult in the school
- Be clear about what has happened to you: What kinds of bullying are occurring?
- How often has it happened?
- Who was involved?
- Who saw what happened?
- When it happened
- What you have done about it already.

Parents

If a parent suspects their child is being bullied the parents should follow the procedure outlined:

If a parent has any concerns about their child, they should speak to the class teacher immediately. If a parent thinks bullying is the issue, the matter will be referred to the headteacher. The headteacher is always informed of any bullying concerns and monitors the situation carefully.

If a parent feels unable to talk to the class teacher, they can make an appointment to speak directly with the Headteacher.

The school will work with both the child and the parents to ensure that any bullying is stopped, and that support is given where needed.

When talking to a member of staff be specific about what your child says has happened – give dates, places and names of the children involved

Work with the school in eradicating the problem.

The school will deal directly with all children involved and their parents directly. Parents will be kept informed of any actions the school is taking and provide regular update meetings and feedback, with a view to eradicating the problem.

If parents feel that their concern has not been dealt with appropriately they should follow the schools complaints policy.

Stay in touch with the school. Inform the school if things improve as well as if the problem continues.

Suggested Responses to Bullying:

- 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 alleged incident seriously.
- Take action as quickly as possible.
- Think hard whether your action needs to be private or public; who are the pupils involved.
- Reassure the victim(s). Don't make them feel inadequate or foolish.
- Offer concrete help, advice and support to the victim(s).
- Make it plain to the bully that you disapprove.
- Encourage the bully to see the victim's point of view.
- Punish the bully but be careful how this is to be done.
- Explain clearly the punishment and why it is being done.
- Inform the Head teacher or Deputy.

Recording of Incidents

Records will be maintained for bullying related incidents using the Flintshire Respecting Others Incident and Review forms (See Appendix 3) as recommended by the Flintshire Respecting Others Steering Group.

We will utilise the following forms to record incidents of disrespect or bullying and to review any outcomes of the support given to children and young people.

This form enables the teacher/ adult to whom a young person reports the incident to, to gather information and to develop strategies to resolve the situation. This form will be completed with the input of both the complainant and the perpetrator, although not necessarily at the same time.

Confidentiality and Safeguarding

It may be necessary to invoke local Child Protection Procedures if a pupil's safety or welfare (or that of another pupil) is under threat. **A duty is placed upon those professionals involved to exchange information in order to safeguard a "child" adhering to the All Wales Child Protection Procedures 2008.** Teachers and professionals cannot offer unconditional confidentiality to pupils in bullying incidents and this should always be made clear at the outset.

If a pupil discloses information which is sensitive, not generally known and which the pupil asks not to be passed on, it will be discussed with the head teacher/safeguarding coordinator. The request will be honoured, however confidentiality will be broken against the wishes of a pupil when:

- There is a safeguarding issue
- The life of a person is at risk of serious harm to others
- *Criminal offences are disclosed*

However, we will make every effort to inform the pupil first, explain why this needs to happen and secure the pupils agreement to the way in which the school intends to use any sensitive information.

Links to other Policies

- Behaviour and discipline policy
- Safeguarding Policy
- Equality Policy
- Acceptable Use Policy
- Complaints Policy
- PSE Policy
- ALN 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.

This anti-bullying policy is the Governors' responsibility and they review its effectiveness annually.

References

This policy has been developed with reference to the following Welsh Government documents:

- Respecting Others: Anti Bullying Guidance Series (2011):
- Bullying around race, religion and culture
- Bullying around special educational needs and disabilities
- Homophobic bullying
- Sexist, sexual and transphobic bullying

- Cyber bullying
- Personal and Social Education Framework (2008)
- The Framework for Children's Learning for 3 to 7 Year Olds in Wales (2008)
- All Wales Child Protection Procedures (2008)

Appendix 1

PROCEDURE FOR DEALING WITH BULLYING PUPILS

If a pupil thinks they are being bullied, they should be encouraged to follow the procedure outlined:

Tell a teacher or other adult in the school

Be clear about what has happened to you. What kinds of bullying are occurring?

How often has it happened?

Who saw it happen?

Who was involved?

When it happened?

What have you done about it already?

Appendix 2

PROCEDURES FOR DEALING WITH BULLYING ALL STAFF

The anti-bullying policy has the commitment of the whole school and applies to all staff. Being committed to the policy is the single most important factor in preventing bullying. The staff will undertake to act in the manner described below when problems are identified and implement the strategies outlined in the policy

Member of staff will investigate the problem. Establish what has been happening and log the situation

If you suspect a child is being bullied inform the Head teacher or Deputy Head teacher

The Head teacher will inform both sets of parents calmly, clearly and concisely. Reassure all concerned that the incident will not linger on or be held against anyone and that the bullying must stop

Work with both parties to find solutions. Identify the most effective way of preventing reoccurrence and any consequences.

Monitor and review the situation closely with regular update meetings/ communications and hopefully eradicate the bullying

Appendix 3

Respecting Others (Anti-Bullying) Incident form

Date:

Time:

--	--

Reported to:

Name of complainant:

Name of alleged perpetrator/s:

Class/Form

Class/Form

Names of witnesses:

Class/Form




Outline of incident:

Type of alleged bullying (tick all that apply)

- | | |
|---|--|
| <input type="checkbox"/> Cyber | <input type="checkbox"/> Homophobic |
| <input type="checkbox"/> Racist | <input type="checkbox"/> SEN and Disability |
| <input type="checkbox"/> Sexist and Transphobic | <input type="checkbox"/> Verbal |
| <input type="checkbox"/> Physical | <input type="checkbox"/> Indirect (spreading stories/ rumours excluding from groups) |
| <input type="checkbox"/> Other _____ | |

How long has the bullying been going on for?

How does the complainant feel?

										
1	2	3	4	5	6	7	8	9	10	

Notes:

Parents/Carers contacted (date and outcome)

Strategies for complainant:

Sanctions/strategies for perpetrator/s:

Outline of meeting between complainant and perpetrator (if appropriate):

Agreed ways forward (if different to actions outlined above):

Staff informed (if applicable):

Review Date:

Word/ policies/ anti bullying