

Ysgol Gynradd Llanfair ym Muallt

Builth Primary School



Anti-Bullying Policy

Reviewed and adopted by the Governing Body on 19th October 2017.

L. Shewring----- Chair of Governors

A rectangular box containing a handwritten signature in black ink. The signature appears to be "A. Cornelius".

----- Headteacher

ANTI BULLYING POLICY

Definition

The content of this policy is based upon Welsh Government Guidance Document 050/2011 'Respecting Others: Anti-Bullying Overview'.

Bullying has been described as being 'a deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully. It can range from ostracising, name-calling, teasing, threats and extortion, through to physical assault on persons and/or their property. It can be an unresolved single frightening incident which casts a shadow over a child's life, or a series of such incidents.'

Bullying is behaving in a deliberately hurtful manner which is repeated over a period of time and which is often difficult for the victims to defend themselves against. There are three main forms:

Physical – hitting, kicking, taking belongings, sexual harassment or aggression

Verbal – name-calling, insulting, making offensive remarks

Indirect – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, sending malicious emails or text messages on mobile phones.

At Builth Primary School staff, parents and children work together to create a happy, caring, learning environment. Bullying, either verbal, physical or indirect will not be tolerated. It is everyone's responsibility to aim to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

Bullying can be brought to the attention of staff either by the victim(s), their friend(s), their parent(s)/carers or other interested people.

Aims of this Policy

Our aims are:

- to ensure that pupils know what is meant by bullying
- to prevent bullying happening in school
- to deal with bullying swiftly when it occurs

Guidelines for staff

Pupils will be taught to understand what bullying is and how it can occur. This will be achieved through regular SEAL assemblies and PSHE sessions. In the Foundation Phase teachers use the Incredible Years approach to promote the development of personal and social skills.

BUILTH PRIMARY SCHOOL - ANTI-BULLYING POLICY

Pupils will be taught that bullying is unacceptable inside or outside school.

Staff will take bullying seriously and investigate it thoroughly.

Pupils will be encouraged to tell and teachers will listen.

Strategies for preventing bullying

In order to identify incidents of bullying and the identities of bullies, at Builth Primary School we have agreed to carry out the following strategies:

- All staff watch for early signs of distress in pupils.
- All staff listen, believe, act.
- Posters in school advertising these measures and dissuading children from bullying.
- The Childline telephone number to be displayed clearly in school.
- We use a range of outside agencies to deliver anti-bullying strategies to the pupils, e.g. police liaison officer.

Possible signs that bullying may be occurring

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins truanting
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions go "missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong

- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

Strategies for responding to bullying

The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as bullies are often victims too – that is why they bully:

- Discussions at length with the victim. This will require patience and understanding. Remember – Listen, believe, act.
- Identify the bully/bullies. Obtain witnesses if possible.
- Discussions with the bully. Present them with the details and ask them to tell the truth about the situation/incident. Make it clear that bullying is not acceptable.
- If they own up then discuss with them their behaviour. Ensure that they understand that they have done wrong. Seek an assurance that they apologise and cease to repeat these behaviours. If appropriate, establish appropriate sanctions.
- Sanctions for the bully may include withdrawal from favoured activities, loss of playtimes, exclusion from school during lunchtimes, exclusion from school, depending on the perceived severity of the incident(s)
- If they do not own up - investigate further. If it is clear that they are lying, refuse to co-operate, or repeat the bullying, continue with the procedure, involving parents/carers. Children usually own up if presented with all the facts. Advise the Headteacher.
- If necessary have separate discussions with parents/carers of bully and victim.
- Continue monitoring the situation by observing at playtimes/lunchtimes to ensure no repetition, ensuring that duty staff are aware of the situation.
- Serious cases of bullying will be brought to the attention of the governing body.
- As the behaviour of the bully (hopefully) improves, then favoured activities etc can be reinstated, and the child should be praised for good behaviour. This will rebuild the child's self-esteem, which may have been damaged after being caught bullying, or could have been low anyway, hence the bullying.

We have adopted the Welsh Government type-specific guidance for schools on preventing and responding to the following specific forms of bullying:

- Bullying around race, religion and culture

BUILTH PRIMARY SCHOOL - ANTI-BULLYING POLICY

- Bullying around special educational needs and disabilities
- Cyberbullying
- Homophobic Bullying
- Sexist, Sexual and Transphobic Bullying

Reviewed and updated by G. Cornelius, October 2017