



Ysgol Croes Atti

ANTI BULLYING POLICY

Accepted by the Governing Body

Aims and Objectives

- To develop a school environment that is both safe and secure for all pupils.
- To have in place established systems that will deal with incidents of bullying.
- To develop confident children who will notify staff of any incident of bullying.
- To promote self-discipline and proper regard for authority amongst pupils.
- To encourage good behaviour and respect for others to ensure the prevention of all forms of bullying.
- To ensure that pupils' standard of behaviour is acceptable.
- Regulate pupils' conduct.

Our Principles

- We believe that we promote anti-bullying by creating a happy caring school environment where everyone feels valued, respected, secure and free from all forms of anti-social behaviour. 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 Governing Body supports the head teacher in all attempts to eliminate bullying from Ysgol Croes Atti. 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.
- We wish to work closely with the School Council and to hear their views and opinions as we acknowledge and support Article 12 of the United Nations Convention on the Rights of the Child that children should be encouraged to form and to express their views.
- Ysgol Croes Atti is firmly committed to working in partnership with parents/carers and believes that the best outcomes emerge when professionals and parents are able to work together when bullying occurs.

Definition

To define bullying we have adopted the following statement from Welsh Government Respecting Others Guidance Circular 050/2011, which states:

'There are many definitions of bullying, but most consider it to be:

- Deliberately hurtful (including aggression)
- Repeatedly often over a period of time (whilst recognising that a one off incident can leave a pupil traumatised and nervous of future recurrence)
- Difficult for victims to defend themselves against'

Bullying Behaviour: Bullying can take many forms, but the principal forms of bullying are verbal, physical and manipulative.

Verbal bullying may:

- Involve name calling
- Make use of written notes, emails or mobile telephone messages
- Include threats of physical violence

Physical bullying:

- Often consists of deliberate jostling, bumping, pushing or shoving. Those responsible may easily maintain that it is accidental when detected for the first time. It is a criminal offence where it involves assault, actual bodily harm or wounding.
- May involve theft or damage to property (accompanied by the threat of violence). Not all theft or damage is bullying, but it is where the intention is to create fear and use power improperly.

Manipulative/ Cyber bullying:

- Manipulates social networks with the intention of excluding, ostracising or marginalising individuals from their friends and normal relationships.
- Spreads rumours or malicious accusations.
- Bullying by text messages on mobile phones and malicious emails

To define cyber bullying we have adopted the following statement from research commissioned by the Anti-Bullying Alliance from Goldsmiths College, University of London, who defines cyber bullying as follows:

"Cyber bullying is an aggressive, intentional act carried out by a group or individual, using electronic forms of contact, repeatedly over time against a victim who cannot easily defend him or herself."

The research identifies seven categories of cyber bullying:

- Text message bullying involves sending unwelcome texts that are threatening or cause discomfort.
- Picture/video-clip bullying via mobile phone cameras is used to make the person being bullied feel threatened or embarrassed, with images usually sent to other people. 'Happy slapping' involves filming and sharing physical attacks.
- Phone call bullying via mobile phone uses silent calls or abusive messages. Sometimes the bullied person's phone is stolen and used to harass others, who then think the phone owner is responsible. As with all mobile phone bullying, the perpetrators often disguise their numbers, sometimes using someone else's phone to avoid being identified.
- Email bullying uses email to send bullying or threatening messages, often using a pseudonym for anonymity or using someone else's name to pin the blame on them.
- Chat room bullying involves sending menacing or upsetting responses to children or young people when they are in a web-based chat room.
- Bullying through instant messaging (IM) is an Internet-based form of bullying where children and young people are sent unpleasant messages as they conduct real-time conversations online.
- Bullying via websites includes the use of defamatory blogs (web logs), personal websites and online personal polling sites. There has also been a significant increase in social networking sites for young people.

Bullying may also fall into the following categories:

- Racist bullying
- Sexual bullying
- Gender-based bullying
- Bullying on the basis of sexual orientation
- Bullying on the basis of special educational needs or disabilities
- Bullying of those with long-term health conditions.
- Cyber bullying

Prevention

Whole School Prevention Measures

We strongly believe that to tackle bullying effectively we need a consistent whole school approach, working with appropriate outside agencies.

Anti-bullying education in the early years will focus on developing the skills needed to build positive respectful relationships and keep ourselves safe. It will be taught within the context of the Health and Wellbeing area of the curriculum. As in all aspects of learning in the

Foundation phase anti bullying education is delivered through a balance between structured experiential learning, pupil initiated activities and those directed by teachers.

With older children the main focus will be:

- raising awareness of bullying and the effects
- maintaining personal safety
- continue to develop the personal and social skills necessary to build positive relationships

The PSE coordinator will be responsible for coordinating the delivery of anti-bullying education and providing support to class teachers. ICT lessons will also make a valuable contribution to preventing cyber bullying through promoting understanding about E-safety. Class teachers will usually be responsible for providing the programme, together with a substantial contribution from the School Community Police Officer.

Bullying will also be raised at a number of levels including:

At Whole School level – Assemblies, School Rules developed by pupils, School Councils, Buddy System, Playground Partners

At Classroom level – Worry Box, Pupil posters, Class rules developed by pupils, class discussions, and cross-curricular activities

At an Individual Pupil level – children who are felt to be at risk of bullying will be offered additional support and guidance

At a Parent level - Parent information evenings, open door policy,

At a Teacher level - training for staff, outside agency involvement

At a Governing Body level – Headteacher will refer to bullying prevention strategies implemented within the school.

The school recognises that there are particular times and locations when children may be more vulnerable to bullying e.g. lunch and break times and the beginning and end of the school day.

Arrangements are in place to ensure that at key times and places there is adequate supervision available to reduce the risk of bullying incidents.

CYBER BULLYING

Cyber bullying is an increasing problem and is difficult to trace.

Pupils will be made aware of how to minimise the risk of them suffering from cyber bullying, for example being careful who they give their phone number to.

Teachers will encourage victims to save messages they are concerned about and let a member of staff see them. When pupils report bullying text messages to the school the complaint will be taken seriously as we appreciate the child's family might also need to contact the police. If such bullying has been carried out by one or more pupils on a persistent basis, or there has been a threat of violence, it will be dealt with firmly.

Reaction – Responding Effectively To Reported Incidents

The role of Governors

The Governing Body has:

- the duty to set the framework of the school's policy on pupil discipline after consultation with the school personnel and pupils of the school;
- responsibility to ensure that the school complies with this policy;
- delegated powers and responsibilities to the Headteacher to ensure that school personnel and pupils are aware of this policy;
- appointed a coordinator for behaviour and discipline to work with the Headteacher;
- the duty to support the Headteacher and school personnel in maintaining high standards of behaviour;
- responsibility for ensuring this policy and all policies are maintained and updated regularly;
- responsibility for ensuring all policies are made available to parents;
- the responsibility of ensuring the involvement of the School Council in the development, implementation and review of this policy;
- nominated a link governor to visit the school regularly, to liaise with the Headteacher and the coordinator and to report back to the Governing Body;
- responsibility for the effective implementation, monitoring and evaluation of this policy.

The role 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;
- to report to the governing body about the effectiveness of the anti-bullying policy;
- ensures that all staff receives sufficient training to be equipped to deal with all incidents of bullying;
- ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The head teacher draws the attention of children to this when appropriate e.g. if an incident occurs, the head teacher may use an assembly as a forum in which to raise bullying and reinforce key messages.
- sets the school climate of mutual support and praise for success, making bullying less likely.

The role of Teachers

- to apply the school's policy consistently when episodes of bullying are witnessed or reported.
- undertake appropriate training in order to tackle bullying and will reinforce the message that bullying is unacceptable and will take positive action to prevent and control it.
- take all forms of bullying seriously, and intervene to prevent incidents from taking place.
- record incidents that happen in their own class or to children from their class or those incidents that they become aware of in the school in general. These incidents are recorded on CPOMS.
- support all children in their class and to establish a climate of trust and respect for all.
- praise, reward and celebrate the success of all children, with the aim to prevent incidents of bullying.

The role of Parents

- Parents/carers have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.
- Parents/carers who believe their child is the target of bullying should share their concerns with school at the earliest opportunity. All expressions of concern will be taken seriously and investigated thoroughly.
- If a child is involved in a single serious incident of bullying or there is evidence that the same child is involved repeatedly in less serious incidents (either as a targeted individual

or a perpetrator) the school will inform parents/carers and invite them to become involved in the management of the problem and the prevention of further incidents. Isolated and less serious incidents will be managed by school staff and parents/carers informed.

- In the event where parents/carers are unhappy with the way the school has investigated an alleged incident of bullying, then they have the right to complain to the head teacher / Governing Body through the Chair of Governors, in accordance with the schools Complaints Policy.
- Parents/carers have a responsibility not to encourage mobile phones to be brought to school.
- Advise against children bringing electronic devices into school for safeguarding reasons, however where it is necessary to have them in school, children should hand their device in to the school office at the beginning of the day. They must then collect it at the end of the day. No devices are allowed in bags and pockets etc. Whilst we will endeavour to look after such devices that are left in the office, Ysgol Croes Atti will not accept any responsibility for the loss or damage to any electronic devices that are brought into school.

Management of Bullying Related Incidents

Ysgol Croes Atti is committed to creating a safe environment and will ensure that this policy is applied rigorously. All staff involved in the teaching and supervision of children will take responsibility for addressing incidents which fall with the school's definition of bullying and ensure that the target receives support. All incidents will be recorded on appropriate forms. All children need to be aware that they need to tell staff of any incidents or concerns and that action will be taken when bullying is reported. The exact course of action will vary with each situation but the main objectives should be that bullying incidents are brought into the open, discussed and strategies agreed to help resolve the problem.

It is always important to make clear that:

- The bully's behaviour is unacceptable and the bullying must stop
- Everything that happens is carefully recorded
- The application of sanctions will depend on the individual circumstances of each incident
- Revenge is not appropriate for the victim
- The school will involve and engage with the parents of both the victim and the bully to ensure that the needs of all parties are addressed
- Support will be available for the victim
- Support will be available for the bully to help change his/her behaviour

Parents will be contacted by the school if a situation is deemed necessary in order to warrant additional interventions by the school e.g. if a pupil persists to bully others. If appropriate parents will be invited to meet with staff so that they can impose sanctions in the home which support the school's actions. It should be made clear that:

- all pupils will be offered support to address any needs that they might have.
- school will not act as a 'middle man' between parents.
- school will not invite both sets of parents to the same meeting.
- parents of one child will not meet with the other child.
- any conversations between the school and a parent are to be treated as confidential.

Support for the Targeted Individual

Ysgol Croes Atti will offer a proactive, sympathetic and supportive response to children who are targets of bullying. The exact nature of the response will be determined by the particular child's individual needs and may include:

- Immediate action to stop the incident and secure the child's safety
- Positive reinforcement that reporting the incident was the correct thing to do

- Reassurance that the targeted individual is not responsible for the behaviour of the bully
- Strategies to prevent further incidents
- Sympathy and empathy
- Counselling
- Befriending
- Assertiveness training/raising self esteem
- Extra supervision/monitoring
- Creation of a support group
- Peer mediation/peer mentoring
- Informing/involving parents/carers
- Adult mediation between the perpetrator and the targeted individual (provided this does not increase the targeted individual's vulnerability)

Support for the Bully

Ysgol Croes Atti takes bullying behaviour very seriously and will adopt a supportive, pragmatic, problem-solving approach to enable bullies to modify their behaviour, which may include:

- Rewards/positive reinforcement for the child in order to promote change and bring unacceptable behaviour under control
- Immediate action to stop an incident of bullying in progress
- Engagement with the bully to reinforce the message that their behaviour is unacceptable
- Loss of lunch/break time privileges
- Removal from class/group (Time-out) - removing the pupil from the group, not so much as a punishment, but rather as a time when he or she can think about their behaviour and often a solution.
- Individual Behaviour Management Plan
- Parents/carers informed if the bully persists with their actions, or if their behaviour is out of character
- Counselling/instruction in alternative ways of behaving
- Referral to appropriate outside agency
- Mediation between the perpetrator and the targeted individual (if agreeable)
- Fixed periods of exclusion
- Permanent exclusion (in extreme cases which may involve violence)

Recording of Incidents

Records will be maintained for bullying related incidents via CPOMS.

We will utilise the CPOMS software to record incidents of disrespect or bullying and to review any outcomes of the support given to children and young people. Children and young people are likely to report incidents to a teacher or adult they trust. Therefore, the online platform provides a secure record of incidents that can be tracked and seen by the Headteacher, Deputy Headteacher, ALNCO and all safeguarding officers. Actions to be followed up can be set or the platform can also be used to log incidents in order to gather a full picture of the situation.

Safeguarding

It may be necessary to invoke the School's Safeguarding and Child Protection Policy 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.

All child protection records are regarded as confidential and will be kept in a secure place.

If all efforts to help pupils to stop bullying fail, we will need to take further action to deal with persistent and violent bullying. As part of their Pupil Behaviour and Discipline policy we have

a range of sanctions to deal with this type of bullying. However, if all steps fail it may be necessary to exclude a pupil for a fixed period permanently. This is not a standard course of action and each case would be considered separately in line with the Pupil Behaviour and Discipline policy.

Headteacher:	Gwyn Jones	Date:	
Chair of Governing Body:		Date:	