

# Anti- Bullying Policy

Ysgol Yr Hendy



## **YSGOL YR HENDY ANTI-BULLYING POLICY**

### **Legal Framework:**

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in the UK. The United Nations Convention on the Rights of the Child (UNCRC) guarantees every child the right to grow up healthy, happy and safe. This includes to be protected from harm and be appropriately supported to recover from abuse.

This policy should be read in line with the school's Home School Agreement, Behaviour Discipline and Relationships policy, Safeguarding policy and Child Protection Policy.

Learning to understand and manage conflict is an important part of growing up. Bullying is not simply a 'falling out'. Research shows that experiencing bullying can have a significant impact on a child's life well into adulthood. To ensure we are able to prevent bullying, act quickly when it takes place and avoid misidentifying bullying, it is vital that schools and other settings have a shared definition of bullying. As a school community we will adopt the definition from the Anti-Bullying Alliance

### **The purpose of this policy statement is:**

- to prevent bullying from happening between children and young people
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- to provide information to all staff, governors children and their families about what we should all do to prevent and deal with bullying.

## **ANTI-BULLYING ALLIANCE**

Definition of bullying : <https://youtu.be/U8iX-rstY9I>

The Anti-Bullying Alliance and its members have an agreed shared definition of bullying based on research from across the world over the last 30 years.

Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.

There are four key elements to this definition:

- hurtful
- repetition
- power imbalance
- intentional

Please click on the link to understand what is meant by an imbalance of power.

<https://youtu.be/cnA51tmxtag>

### **Aims of the policy**

Our Policy is a working framework to support our whole school ethos, which is to ensure that children feel safe, secure confident and happy by adopting a whole school restorative approach. It is designed to prevent bullying behaviour wherever possible, to respond consistently in line with agreed procedures should it occur and to provide support to those involved as appropriate. Our children's health and well-being are of paramount importance. Prevention includes sending out a clear message that negative behaviour is anti-social, unacceptable and will not be tolerated here. Our aim is to change negative behaviour through creating an environment in which pupils (and

teachers) learn to reach a shared understanding and/or to respectfully disagree. This school policy is based on the Welsh Government initiative and Guidance "Keeping Learners Safe"

### **What is Bullying Behaviour?**

#### **Bullying behaviour can be:**

- Physical - pushing, poking, kicking, hitting, biting, pinching etc.
- Verbal - name calling, sarcasm, spreading rumours, threats, teasing, belittling.
- Emotional - isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- Sexual - unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.
- Online /cyber - posting on social media, sharing photos, sending nasty text messages, social exclusion. ***Epecially since lockdown.***
- Indirect - Can include the exploitation of individuals.
- Racist- racial taunts, graffiti, gestures

### **Statement of Intent**

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying is NOT acceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

### **Objectives of this Policy**

All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.

- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

### **Understanding bullying behaviour**

Research undertaken in Finland by Christina Salmivalli (1996) now give us a greater understanding of the roles involved in bullying. It showed that the traditional view of bullying where there is a 'victim' and a 'bully' was much more complicated. Bullying rarely takes place between a 'victim' and a 'bully' alone. It tends to be a group behaviour. Others can have a significant influence on the outcomes of behaviours among children and young people intentionally or otherwise.



Please click on:

<https://youtu.be/-h28qPIxQvA>

At Ysgol yr Hendy staff have been trained in restorative practice. At Ysgol yr Hendy we understand that the quality of the relationships within the whole school can really affect children's ability to feel safe and happy. This will affect a child's ability to learn, and achieve their full potential. When relationships are good, we are all more able to thrive and participate fully.

Evidence shows that a whole school restorative approach embedded in a school can:

- Build positive relationships and sense of community with learners, staff, families and agencies
- Reduce conflicts using a consistent approach by all
- Reduce exclusions
- Improve attendance and attainment
- Problem solve quickly and effectively with all partners

Restorative practice offers a number of strategies that can be drawn on to find out about others' feelings and wishes and to behave in ways that - whilst able to address uncomfortable and/or sensitive issues - do not cause offence. (Please see the Behaviour Discipline and Relationships Policy)

### **Signs and Symptoms**

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
- begs to be driven to school when they usually walk
- becomes withdrawn anxious, or lacking in confidence
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

**IMPORTANT:** *These signs and behaviours could also indicate other problems.*

### **Advice to parents.**

#### **What to do if you think your child is being bullied**

Talk to school staff about the bullying. The first contact point is your child's class/form teacher. They can be contacted on 01792 882940 or by leaving a message at the school reception. It will help to sort out what action to take if you can bear in mind that the teacher may have no idea that your child is being bullied or may have heard conflicting accounts of an incident.

- Be as specific as possible about what your child says has happened; give dates, places and names of other pupils involved.
- Make a note of what action the school intends to take.
- Ask if there is anything you can do to help your child.
- Stay in touch with the school; let them know if things improve as well as if problems continue.

#### **Encouraging reporting of incidents if bullying occurs:**

- Pupils in this school can be assured that their concerns will be responded to with sensitivity. All reports will be taken seriously and investigated;
- Confidentiality for anyone who shares information will be respected;
- Opportunities for children to communicate concerns include a problem box 'Blwch Becso', daily check-ins, Circle Time, access to any member of staff, representation on the School Council and buddies/playground who will pass on concerns;

#### **If bullying occurs we will implement the following procedures, as appropriate, in line with the Welsh Government "Respecting Others" guidance:**

- We will take all incidents seriously and record their occurrence through 'My Concern' so that the incident can be monitored, collated and followed up. A Team can also be set up around the person/ persons involved.

**A designated person (Headteacher) will monitor and collate information on victims and potential bullies. An electronic system (My Concern), available to all staff, facilitates this process;**

#### **Addressing bullying that takes place outside of school.**

A good deal of bullying takes place outside the school gates, and on journeys to and from school. Perpetrators of the bullying may be pupils of the school, pupils of other schools, or people not at school at all. At Ysgol yr Hendy our school's anti- bullying policy encourages pupils not to suffer in silence. Where a pupil tells of bullying off the school premises, a range of steps could be taken:

- Talking to the local police about problems on local streets or park (if necessary seek a police presence at trouble spots) .
- Involving parents or members of the local community
- Talking to the head of another school whose pupils are bullying off the premises
- Mapping safe routes to school, and tell pupils about them
- Talking to pupils about how to avoid or handle bullying outside the school premises

#### **Reviewing the policy**

The final details of this policy have been drawn up in consultation with pupils, parents, staff and members of the school community.

It will be discussed, reviewed and revised annually.

**HELP ORGANISATIONS:**

- <https://anti-bullyingalliance.org.uk/aba-our-work>
- <https://www.childcomwales.org.uk/publications/bullying/>
- <https://www.childline.org.uk/get-support/contacting-childline/>