



ysgol ardudwy

ANTI-BULLYING POLICY

Dyddiad Mabwysiadu : **24/10/2018**

Dyddiad Adolygu :

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Dyddiad: 24/10/2018

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Dyddiad: 24/10/2018



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ANTI-BULLYING POLICY

Background: Bullying is defined as consistent behaviour that makes another person feel uncomfortable or threatened. The behaviour may be deliberate or otherwise.

There are many types of bullying but the four main categories can be identified as:

- Physical e.g. hitting, kicking, stealing or concealing property.
- Verbal e.g. name calling, saying nasty things.
- Cyber e.g. use of the internet, social settings, text messaging.
- Emotional e.g. starting unsubstantiated rumours, not talking to someone.

Pupils who are bullied change - they can become shy or nervous, or try to persuade others that they are ill. The standard of their work may change or they may truant from the school.

Aim: The aim of this policy is to ensure an atmosphere where all pupils can develop and mature in different ways without concern or fear.

Refer to document Respecting Others: Anti-bullying overview (No: 050/2011)

Objectives:

- ensure that every pupil feels happy and safe at school.
- create an atmosphere where pupils are prepared to talk to people about any problems that arise in the school, ensuring that the school acts quickly, sensibly and sensitively.
- state clearly to pupils and parents that the school considers bullying to be unacceptable.
- make clear the school's response.

Procedures

Section A: Proactive work.

1. **School curriculum:** The school curriculum will strengthen the policy by:
 - addressing the problem in group work in a variety of subjects.
 - use teaching methods that encourage collaboration between individuals in order for pupils to extend their circle of friends.
 - hold occasional, but regular, activities to maintain awareness.
 - include specific units within PSE programs.

The following are also implemented:

- Clear leadership from the SMT when leading assemblies.
- A new pupil is introduced to a group of pupils who are 'responsible' for him/her during the first few days. This will facilitate the integration process.



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2. Instructions to parents.

- Parents are asked to inform the school if they feel or know that their child is being bullied.
- Parents are asked to assure their child that the school will respond in a robust but sensitive manner.
- If the school finds that a child is being bullied at school, or is bullying others, the school will contact the parent to discuss how best to resolve the problem.

3. Instructions for pupils. Three main messages are given to pupils:

- Pupils are asked, in the event of bullying, to inform one member of staff immediately so that the school can try to resolve the problem.
- It is emphasized that bullying will continue if pupils do not give information.
- All staff and pupils have a duty to ensure that bullying does not happen at school.

4. Instructions for teachers

- All staff, teaching and support, should keep an eye out for incidents of bullying on a permanent basis. Teaching staff are expected to respond to the situation. The support staff are expected to draw the attention of the teaching staff to the situation.
- A member of teaching staff, if they feel bullying is taking place, should talk to the pupils to find out the truth. Pupils can be asked to write down what happens and pass the note either to the Form Tutor or Head of Year.
- The main responsibility for resolving problems of bullying falls on tutors, Heads of Year and the SMT.
- Teachers must be particularly alert to the possibility of bullying during the break and lunch and between lessons - on the playing field and at the toilets. Effective periods of duties will ensure that problems cannot arise.
- Punctuality to lessons is crucial in ensuring that problems do not occur within a class.
- Although a complaint from a child may sound minor it should be treated as a serious case - it will appear serious to the pupil.

5. Training

- Lunch time supervisors receive training and guidance from the SMT.
- Pupils' pastoral well-being, including anti-bullying issues, is on the agenda of tutor and Heads of Year meetings.

Section B: Responsive work; The school will respond as follows to a bullying incident.

- A member of staff will explain clearly to the bully that their behaviour is totally unacceptable and has caused concern to others. It is explained to the bullied pupil that retaliation is inappropriate. Every effort will be made to resolve the situation by counselling both parties. If necessary, the school will contact the parents to explain the situation and to explain the school's response. A clear record is made of the situation.
- The school will contact parents if the situation is not resolved immediately.
- If the bullying continues the school will take further action against the bully and call, if appropriate, the expertise of external agencies (eg Education Welfare Service). The school will continue with counselling for both parties. The steps will be in accordance with the school's behaviour policy.
- The SMT response to persistent bullying that is not improved with the efforts of the school through suspension.



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Monitoring and Review:

1. This policy will be reviewed every three years.
2. The school will give the pupils an opportunity to express an opinion about the anti-bullying policy and its effectiveness. The school will amend program procedures according to pupils' requirements if necessary.
3. Policy implementation will be monitored by SMT and Heads of Year. These people will be consulted when the policy is reviewed:
 - Pupils.
 - The school council.
 - Parents / Guardians / Carers.
 - Teachers.
 - Governing Body.