

Anti-Bullying Policy



**Aspire. Believe. Challenge.
Anelu. Credo. Herio.**

Policy history:	Date: Spring 2019
Written	Reviewed Aut 21
Agreed by Governing Body	March 2021



Anti-Bullying Policy

At Bryn Primary we believe it is the right of all to attend our school without fear of hurt or threat from others. All have the right to access education and a workplace in a safe environment, where they feel valued and respected. Challenging bullying behaviour effectively will improve the safety and happiness of all, it shows that the school community care and makes it clear that such behaviour is not acceptable and will not be tolerated.

Bullying is a major concern both in school and in society as a whole. It can have a dramatic effect on achievement and is a significant barrier to learning and social inclusion. The long term damaging effects of bullying can lead to low self esteem and could contribute to poor social, emotional and educational development. Bullying behaviour can lead to disaffection which can prevent inclusion and impinge on the individual's human rights.

We have the duty to promote equality and good race relations. The Local Education Authority work actively against discrimination and seek to create equal opportunities for all.

The Nature of Bullying

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

Bullying is usually pre-mediated and is intended to cause distress. It is important to remember that bullying is not only the consequence of what has happened but also the fear of what may happen. Bullying can be:

- Deliberately hurtful (including aggression)
- Repeated often over a period of time
- Difficult for victims to defend themselves against

Types of bullying

- Physical – hitting or using physical violence
- Verbal – taunting or hurtful name calling
- Gesture – threats through gesture to threaten physical violence
- Exclusion – deliberately isolating or ignoring an individual from the group
- Indirect – spreading rumours, sending malicious texts, e-mails
- Extortion – demands for money, objects, belongings
- Online – takes place online through smartphones and tablets through e.g. social networking sites, messaging app, gaming sites and chat rooms such as Facebook, Xbox Live, Instagram, Youtube, Snapchat and other chat rooms

All members of our community need to understand that any form of bullying is not acceptable.

Signs and Symptoms

Signs and symptoms that may be exhibited include:

- is frightened of walking to or from our school
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence

- starts stammering
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to underachieve or underperform in school work
- comes home with clothes torn or property damaged or 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 hungry (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is presenting bullying behaviour towards other children or siblings
- stops eating
- is frightened or reluctant 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

It is well publicised that bullying behaviour will not be tolerated at our school. The message is consistently reinforced through assemblies, designated weeks such as 'Anti Bullying Week' and 'Children's Mental Health Week', circle time activities, regular visitors to school from Police Liaison Officer on Cyber Bullying and PSE programmes within the school.

All are encouraged to talk to others and to share their problems. We positively promote the fact that **we are a telling school**, as we want all of our school community to feel that they have the right not to feel tormented or hurt.

The school rules stress our responsibility towards the rights of others. Our community is encouraged to report any form of bullying that they see, whether they are directly involved or not.

Prevention is always better than cure so vigilance is a key element

Guidance to staff

- Be aware of early symptoms of distress.
- Never assume that bullying does not happen in our school
- Never ignore suspected bullying
- Don't make premature assumptions
- Listen carefully to all accounts
- Record and report to Line Managers
- Adopt a problem solving approach which moves on from justifying bullying behaviour
- Follow up repeatedly, checking that bullying behaviour has not resumed

All areas of the school are supervised at break times and lunch times when incidents are likely to occur. There is a staff duty rota to ensure that children are supervised at all times.

Dealing with an incident of bullying behaviour

- Keep calm
- Take the incident seriously – listen carefully
- Refer to a senior member of staff
- An investigation will require the involvement of all involved including any witnesses

- It is important to offer reassurance by offering practical help and support.
- Make clear your disapproval of the bullying behaviour
- Encourage the perpetrator to see the other's point of view
- Apply sanctions in line with Discipline and Behaviour Policy
- Explain any sanctions and make explicit the reason why sanctions are in place

Professional Support from External Providers

Bryn Primary School works with 'Bullies Out', an award winning charity working across the UK offering a range of practical, interactive activities with the aim to promote and foster safe, caring and respectful learning environments.

Professional support from an external provider can enrich our everyday curriculum by giving our learners the opportunity to positively explore issues generating discussion, engagement, understanding and learning.

A number of interactive workshops have run with key themes such as 'Changing Attitudes', 'Differences Between Conflict and Bullying', 'Respectful Relationships', 'Hands of Courage' – exploring qualities of positive friendships and 'Making the Leap!' - supporting transition and change for Y6 pupils.

Staff are trained in a CPD Certified course entitled 'Understanding and Exploring Bullying' and are equipped with the appropriate tools and interventions to address root causes.

BulliesOut offer interactive workshops to parents tailored to support in identifying the warning signs of bullying, how to help a child experiencing bullying and to understand more about working with us as a school.

Parents are able to contact the school to participate in workshops.

By effectively reinforcing prevention strategies, we continue to create a safe environment where pupils are able to learn and fulfil their potential.

Advice to Pupils

Pupils are reminded regularly that we are a telling school through class work, Student Assist Programme (SAP) group work, assemblies, ELSA tailored sessions and whole school initiatives.

Pupils should be:

- Encouraged to tell of bullying incidents
- Reassured that the matter will be treated confidentially and addressed promptly
- Able to see that action has been taken and sanctions have been put in place

All members of our community need to understand that any form of bullying is not acceptable. They should be helped to tackle the situation, to look after themselves through the school's PSE programme.

Remember

Don't suffer in silence
Don't be frightened
Don't avoid the problem

But

DO TELL SOMEONE

All members of our school community can help themselves and others by not tolerating bullying behaviour in their friendship groups. All are encouraged to understand that standing back whilst bullying actions are taking place actually condones the bullying.

Advice to Parents

Parents have an important part to play in protecting their child from bullying. They should be aware of **possible** signs and symptoms of distress. Parents must:

Step 1

Inform the class teacher initially and discuss the issue, determine next steps and allow time to action the ways forward

Step 2

If you feel the issue is unresolved, arrange a meeting with a member of the senior management team - Head or Deputy immediately.

Step 3

If you feel the issue is unresolved, parents can express concern in a letter to the Chair of the Governing Body Deborah Gronow.

BulliesOut offer interactive workshops to parents tailored to support in identifying the warning signs of bullying, how to help a child experiencing bullying and to understand more about working with us as a school.

To access workshops, please contact Jodi Khan Headteacher on brypa@caerphilly.gov.uk

Victims of Bullying

A victim of bullying behaviour will remain a victim if maintaining silence. Therefore, s/he must tell. Any member of staff – teaching or non-teaching may be told. Then the incident will be dealt with

It is often the case that when bullying has been reported, it will stop. Once bullying has been identified, and parents and schools have spoken of the problem, it will usually stop. However, when this does not happen further steps, leading to the possible exclusion of the bully may be required.

Incident Outside School

Schools are not directly responsible for bullying off their premises. The staff at Bryn Primary are keen to work with parents to give the children a sense of self esteem and self worth, helping them to gain the confidence to cope with problems they may face with growing independence.

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

In drawing up this policy the following were consulted – All teaching and support staff.

The following documents were used in the development of this policy:

Challenging bullying: Rights, respect, equality – Governing bodies of maintained schools

<https://hwb.gov.wales/repository/discovery/resource/4d338f2b-4b47-480b-b646-f511df4447d2/en?sort=recent&strict=1>