

# Ysgol Heulfan



## Anti Bullying Policy

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At Ysgol Heulfan, we aim to create a secure, happy and stimulating environment within which each child can develop socially, morally, emotionally, intellectually, and physically. Our children are entitled to a safe and caring school in which they can fulfil their potential. However, Ysgol Heulfan acknowledges that bullying can occur and believes that by establishing an effective anti-bullying policy it can be resolved quickly and successfully, so that both victim and bully can enjoy and fully access all the learning experiences that are provided.

### Aims of this policy.

- 1) To define bullying and the signs that can manifest in our children.
- 2) To provide a consistent whole school approach when an incidence of bullying is reported to any member of staff.
- 3) To reduce the frequency of bullying by making it clear to all what is expected and any sanctions that will be issued.
- 4) To create an environment where all children have confidence and feel safe.
- 5) To ensure early intervention.

### What is Bullying? – A Definition

*Bullying is typically:*

- Premeditated and deliberate
- Carried out by an individual or group
- Behaviour designed to cause hurt
- Unprovoked and repeated over time
- Delivered from a perceived position of power
- Physical and or psychological hurt of the victim(s).

*Bullying can be manifested in a variety of ways such as:*

- Demanding money or property and making threats e.g. blackmail or damage to property.
- Verbal name calling e.g. saying horrible things about people's family, clothes, appearance, gender, race, religion or culture, sexual orientation and disability.
- Spreading rumours, teasing, dirty looks, and social exclusion
- Incessant hurting e.g. kicking, hair pulling, pushing and hitting.
- Entrapment e.g. coercing the victim into acts which they do not wish to take part in.

*Bullying can find expression through the actual or perceived differences between individuals or groups, for example:*

- Physical and academic ability or performance
- Race, gender and social class
- Friendship groups and club or team membership

*Some of the symptoms and signs to watch out for and investigate further as possibilities of bullying:*

- Children who do not want to go out to play.
- Children who stay close to adults during unstructured times in the school day.
- Children who continually, lose their dinner money or possessions.
- Children who cry themselves to sleep at night or have regular nightmares.
- Children who come home with clothes or possessions damaged.
- Children who begin to do poorly in school work.
- Children who have more money than most.
- Children who have frequent absences due to unwillingness to attend school (School phobia).
- Children who appear unhappy, isolated or anxious.
- Children with unexplained cuts or bruises.
- Children who are frightened to say what is wrong.
- Children who come home starving.
- Children who become aggressive, disruptive or unreasonable.

The above is a list of suggestions. Not all symptoms of bullying will be manifested in these ways as all children are different and any change in behaviour should be noted and investigated fully.

## **Education**

Ysgol Heulfan believes that by dedicating time to focus on bullying and the issues that surround it during our Personal and Social Education lessons will allow the children to talk in an open atmosphere and discuss the use of hypothetical situations and any concerns they may have. Class teachers will also use Circle Time to create a safe space to explore any issues of concern that may be affecting one or more pupils within the class. By creating this open atmosphere where feelings can be discussed, the children will gain confidence and be able to seek the help of an adult or a peer quickly when the need arises. The School Council meets regularly and monitor the incidences of bullying in Ysgol Heulfan.

When there have been a number of concerns the School Council has implemented an Anti-Bullying Week, whereby all classes focus their work on this important issue.

Examples of work that can be completed on this topic:

Raps or poems  
Bullying Survey

Stories  
Databases and Graphs

Hot-Seating  
Posters

The School Council has also worked together to create 'Bullying- a Pupils' Guide'. This booklet has been written by the children and handed out to each individual pupil so that everyone in Ysgol Heulfan knows how serious and traumatic an incidence of bullying is and also steps that the staff will take to resolve this issue.

## **Buddy system**

The buddy system began on the Junior yard and has been so successful that it has now been adopted on the Foundation Phase yard. Children are chosen from Years 2 and 6 who have shown a caring and sensitive attitude towards others or who have shown excellent friendship skills. These children then undergo 10 training sessions that equip them with the skills to solve issues amongst their peers with little or no adult intervention. These children are then named in service regularly, so that all the children are aware of their role on the yard. The children are encouraged to seek the help of a buddy if they are lonely, feel intimidated or have any concerns on the school playground. The buddies use a notebook to keep a record of any situations they have dealt with, this is then passed on to the Class Teacher and if necessary a member of the Senior Leadership Team.

## **Staff Training**

Staff are provided with training and are aware of the school's Anti-Bullying Policy. This policy and the procedure for dealing with or reporting a case of bullying will be shared with all staff regularly. There is not only an open-door policy for the children, this also applies to the staff who are encouraged to share any concerns with each other, as well as the Senior Leadership Team, in order to make sure that everybody in Ysgol Heulfan remains both happy and healthy.

## **Role of Parents/Guardians**

1. Parents/Carers should contact the school if they suspect their child is being bullied. Class teachers are available for parents/guardians to come in and discuss the problem before the start of the school day or alternatively at the end of the school day. Parents can also contact school by phone on 01978 722 040.
2. Parents/Carers are asked to encourage their child/children to be friendly and tolerant of other children and to remind them to treat others as they would wish to be treated.
3. Parents/Carers support the school in the implementation of its Anti-Bullying Policy.
4. Parents/Carers are encouraged to discuss any techniques or solutions they have with their child/children about how to reduce bullying.

## **Procedures**

Who to tell:

- 1) A Buddy. The buddy will try to resolve the issue and report to an adult on the playground.
- 2) Any member of staff. Ysgol Heulfan operates an open-door policy where all teachers are willing to listen to any problems a child may have and offer a solution if possible.

- 3) Parents who are concerned about their child/children are encouraged to contact school to discuss their worries or concerns.

Procedure for staff to follow:

- ❖ Meet with the pupil affected by bullying.
- ❖ Discuss the problem, give reassurance, offer advice, record details or inform a member of the Senior Leadership Team.
- ❖ Meet with the pupil who has bullied another pupil.
- ❖ Discuss the behaviour and the effect of that behaviour on others involved, provide suggestions to help change the negative behaviour into positive behaviour
- ❖ Contact parents/guardians if necessary.
- ❖ Monitor the behaviour closely.

It is made clear at all times that bullying is unacceptable in Ysgol Heulfan. Anybody taking part in bullying type behaviour will be spoken to in accordance with the School Behaviour Policy.

## **Monitoring**

This policy will be monitored by **Mrs Morris** and **Mrs Thomas Haigh**. In order to do this, regular reminders about this policy will be given. To make sure that this policy remains effective the views of the staff will be sought as well as the views of the pupils through School Council meetings.

*This Policy has been equality impact assessed and is compliant with the Equality Act 2010*

*(January 2018).*