

## **Carwe Gwynfryn Ponthenri School Anti-bullying Policy**

### **1 Introduction**

**1.1** Bullying is action taken by one or more with the deliberate intention of hurting another, either physically or emotionally.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet, such as email & internet chat room misuse
- Mobile threats by text messaging & calls
- Misuse of associated technology, i.e. camera, social media (Facebook etc), Text etc.

### **2 Aims and objectives**

**2.1** Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

**2.2** We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.

**2.3** This policy aims to produce a consistent school response to any bullying incidents that may occur.

**2.4** We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

### **3 The role of governors**

**3.1** The governing body supports the headteacher in all attempts to eliminate bullying from our school. 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.

**3.2** The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

**3.3** The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the

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headteacher and asks him to conduct an investigation into the case and to report back to a representative of the governing body ( normally the Chair).

### **4 The role of the headteacher**

**4.1** It is the responsibility of the headteacher 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. The headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

**4.2** The headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.

**4.3** The headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

**4.4** The headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. 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.

### **5 The role of the teacher**

**5.1** Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school.

**5.2** If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the headteacher, the teacher informs the child's parents.

**5.3** If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the headteacher and if appropriate, the special needs co-ordinator. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the headteacher may contact external support agencies such as the social services or the Carmarthenshire Behaviour Support Service.

**5.4** Teachers routinely attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

**5.5** Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

### **6 The role of parents**

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**6.1** Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact the headteacher or their child's class teacher immediately.

**6.2** Parents 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.

## **7 Monitoring and review**

**7.1** This policy is monitored on a day-to-day basis by the headteacher, who reports to governors about the effectiveness of the policy on request.

**7.2** This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by discussion with the headteacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

## **8. Reference / Additional Sources**

**8.1** "Respecting Others" - National Assembly for Wales guidance available on [www.learning.wales.gov.uk](http://www.learning.wales.gov.uk)

## Anti – Bullying Additional Guidance Notes.

### **1. The School's Approach**

Bullying of any form, verbal or physical, will NOT be tolerated in our school. It is our belief that everyone involved with the school shares the responsibility for its prevention. With this philosophy in mind the Governing Body has laid down the following guidelines.

- i. The school will react firmly and promptly where bullying is identified.
- ii. Various sanctions are available to staff, depending on the perceived seriousness of the situation. These include:-
  - a) Referral to Head / Assistant headteacher
  - b) Discussion with parents and children
  - c) Withdrawal of favored activities / privileges
  - d) Placement on "School Behaviour Report"
  - e) Exclusion from school

### **2. The School's Support**

The school will:

- a) Support children who are being bullied
- b) Help bullies to change their behaviour
- c) Investigate and consider all incidents seriously by:
  - meeting those involved individually / as a group when appropriate
  - use peer group pressure to actively discourage bullying
  - involve parents at an early stage
  - break bully groups where they may occur
  - help children develop positive strategies and assertion to combat bullying
- d) Show equal concern about bullying to and from school

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- e) Record incidents of bullying centrally to assist with future monitoring of behaviour
- f) Discuss with and involve children in agreed class / school "Code of Conduct"
- g) Where appropriate request assistance from the Carmarthenshire Behaviour Support Service and Educational Psychologist.
- h) Involve the police, social services and any other relevant agencies where necessary.

### Pastoral Advice for:

#### Children

1. If you are being bullied TELL SOMEONE. Tell your teacher, friends, parents, anyone you choose. You will find that everyone wants to help.
2. Although it is difficult, try to show the bully / ies that you are upset.
3. Try to ignore their actions and behaviour. The more confident you appear, the more worried they will be. Their treatment of you is not working .... you are winning.
4. With your friends it may be possible to isolate the bully. Bullies are cowards. They do not like to be alone.
5. If you are bullied because you are different in some way; colour of skin, size, language, clothing etc to that bully / bullies DO NOT BE ASHAMED OR EMBARRASSED. Being different is what makes the world an interesting place. So ..... BE PROUD!!
6. If you know that certain situations could lead to you being bullied – avoid them if you can. If you are in danger call for help, run away – this is not being weak – it is being sensible.

ABOVE ALL REMEMBER TO TALK TO SOMEONE ..... SOON!!

Remember too that you can help stop the bullying of others.

1. Don't stand and watch – fetch help.
2. Show that you and your friends disapprove
3. Give help and sympathy to children who may be bullied
4. Be careful about teasing or personal remarks – imagine how you would feel.
5. If you know of any serious bullying, tell someone you trust. It's not telling tales, the victim may be too scared or lonely to tell.

#### Parents

If you suspect that your child is being bullied watch out for any of these signs:

- a) Obvious unexplained signs of distress
- b) Unwillingness to attend school
- c) Regular complaints of ill-health, headaches, stomach upsets etc
- d) Toys or equipment going missing
- e) Requests for extra pocket money.

There are many ways for the bullying of a child to manifest itself. Obviously early detection is important.

If you are concerned – talk to the school. Contact the headteacher. Staff are there to help and listen.

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Discussing the situation at home is obviously ideal. Your child may or may not be willing to share the problem. General conversations about things happening in school may open up your child.

Above all, make sure that something is done about it. Telling children to simply 'Give him / her as good as you get' is seldom the answer. Please talk to the school as soon as you can – for your child's sake.

### Staff

#### Management of Bullying Incidents:

All members of staff can play a part in combating bullying. The following points should assist us all to achieve success.

1. Be available – at all times make it known to children that you are ready to listen. Break the code of secrecy that often exists. Provide immediate support by discussing any issues with the child / children.
2. Investigate – every incident should be investigated as soon as possible. An interview with every party involved is ideal. This should be done individually at the outset. This will remove any danger of intimidation and assist with the production of an accurate report.
3. Seek assistance – no teacher should feel they are alone. The task of managing an incident of bullying can be shared. Talk to the other members of staff, discuss the incident as soon as possible with the headteacher or deputy. Obviously the teacher witnessing the event, or being involved by a child is best positioned to deal with the situation. This does not rule out assistance from others. All members of staff are there to assist and may often have important background information.
4. Record – every incident of bullying must be recorded with the headteacher. Offenders should be made aware of this fact and also their parents. Pass on a brief description verbally or in written form to the headteacher or deputy in his absence. Make sure that all the facts are included –names, description of events, times, places, comments made by all parties during the investigations. This can take time. Be aware of that and seek assistance from the headteacher. Any child on a 'School Behaviour Report' should also have the incident noted there.
5. Respond – make sure that your response is in line with the school policy. Do not suggest any punishment that cannot be administered. Stick to school policy, taking it step by step, issuing punishment 'fit for the crime'. Here is a perfect opportunity to discuss the incident with others. The offender can be told to wait – 'I think we need to meet again later to discuss this matter. Report to me / the headteacher / deputy etc at break time.'
6. Follow It Up – no incident should be allowed to disappear. Once a commitment has been made, it should be maintained. This will discourage bullies and encourage the victims. Both parties will see that you and the school MEAN BUSINESS.

Following these few simple steps can help the school, and in particular the victims of bullying a great deal. It is most important for us all to project a positive agreed Code of Conduct at all times.

Signed :

Mrs Rhian Evans, Headteacher .....

Mrs P I Evans ,Chair ofGovernors .....

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**Date :** April 2014

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