

## Anti-Bullying Policy



The United Nations Convention on the Rights of the Child (CRC) is at the heart of our school's planning, policies, practice and ethos. As a rights-respecting school we not only teach about children's rights but also model rights and respect in all relationships – Linked to Articles 3, 32

# **POLICY STATEMENT ON BULLYING**

## **Rationale**

Everyone at YGG Gwaun-Cae-Gurwen has the right to feel at home, safe and happy. We are committed to providing a caring, friendly and secure environment for all our pupils so they can learn in a safe and relaxed environment where they can make the most of the learning opportunities available to them at the school.

Bullying of any kind can prevent this from happening and it obstructs equal opportunities. Everyone is responsible for making sure this doesn't happen and this policy includes guidelines to support this ethos. When bullying occurs the sufferers must feel confident enough to use the school's anti-bullying systems to put an end to the bullying.

## **What is bullying?**

Bullying is the use of an aggressive nature with the intention of causing harm to another person. Bullying causes pain and distress to the sufferer. Bullying can be:

- emotional
- physical
- racial
- homophobic
- verbal
- sexual

## **Why it's important to respond to bullying**

Bullying hurts.

No one deserves to suffer from bullying.

Everyone has the right to be treated with respect.

Pupils who bully others need to learn different ways to behave and understand the pain that they're causing.

Schools and their staff have a duty and responsibility to respond promptly and effectively to bullying matters.

## **Objectives of This Policy**

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors, teaching and non-teaching staff should know what the school's policy is on bullying and they should follow it when instances of bullying are reported.
- All pupils and parents should know what the school's policy is on bullying and what they should do if bullying occurs.
- We as a school treat bullying very seriously. Pupils and parents should feel certain that they'll be supported should they report an incident of bullying.

- Bullying will not be tolerated or accepted.

## **Parental Involvement**

Useful methods include:

- a regular consultation and communication process;
- providing information about the nature and effects of bullying by displaying posters in the school and using information packs which include inspection findings;
- advise parents on possible outcomes if their children bring expensive items to school.

## **Whole School Approach**

Time is allocated every week for teachers and pupils to sit in a circle and take part in activities, games and enjoyable discussions. Usually the positive atmosphere that's created in the controlled circle will spread to other areas of activity in the classroom. Circle Time:

- creates a safe space to explore matters that cause concern;
- promotes an environment where positive relationships are reinforced and nurtured;
- explores the relationships between adults and fellow pupils;
- creates an atmosphere where sensitive topics can be discussed;
- improves effective communication;
- affirms the strengths of each member and improves their self-esteem.

The circles last between 20 and 30 minutes, at the beginning or the end of the session. Participants listen carefully, make eye contact and tackle specific problems - for example, relationships, anger, fighting and bullying.

The teacher and pupils agree on simple and positive rules that encourage the group to:

- focus on their own feelings and other people's feelings,
- listen to each other and be tolerant to others' views,
- learn to take their turn,
- discuss difficult matters by using a problem solving approach.

Implementing this method asks for good organisation and contact with other bullying strategies. Staff will receive training where needed, for example, by educational psychologists or councillors. There are some excellent handbooks available.

## **Signs/Indicators**

A child can show signs or behave in ways that suggest they're being bullied. Adults should be aware of these possible signs. They could discover, for example, if a child:

- is fearful of walking to or from school
- doesn't want to go on the school bus/public bus
- appeals to be taken to school in the car
- changes their usual routine
- is reluctant to go to school (school phobia)
- starts truanting
- goes into their shell, is anxious or showing lack of confidence
- develops a stammer
- tries to or threatens to commit suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins doing badly in their school work
- comes home with ripped clothes or damaged books
- "loses" their belongings
- asks for money or starts stealing money (to pay the bully)
- "loses" lunch money or other money all the time
- can't explain a cut or bruises
- comes home starving (money/lunch having been stolen)
- becomes aggressive, disruptive or unreasonable
- bullies other children or his brothers and sisters (imitating)
- refuses to eat
- is scared of saying what's wrong
- gives unlikely excuses for any of the above.

These signs and behavioural aspects could suggest other problems, but bullying should be considered as a possibility and investigated.

## **Procedures**

- i Report incidents of bullying to staff
- ii In serious cases, the incidents will be recorded by staff
- iii In serious cases, parents should be informed and invited to come to a meeting to discuss the problem
- iv If necessary and appropriate, we will consult with the police

- v Bullying behaviour or threats of bullying must be investigated and the bullying must be stopped quickly
- vi Attempts will be made to help the bully (bullies) to change their behaviour.

Further guidelines can be found in the school's policy on Safeguarding Children regarding abuse and relevant procedures. Further guidance can also be found in the Welsh Government's newsletter, "Respecting Others" 2011, which includes various helpful documents.

*Revised Autumn 2023*

G.K. Roseme Chair of Governors

## Bullying Incident Record Form

**Pupil's name** \_\_\_\_\_ **Year** \_\_\_\_\_.

**Date** \_\_\_\_\_.

**Details of the incident** (who, what, when, where, how, why etc.)

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**Incident reporter** \_\_\_\_\_.

**Witnesses** \_\_\_\_\_.

**Action that was taken**

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*Signed: Pupil* \_\_\_\_\_.

*Member of Staff* \_\_\_\_\_.