

Penygarn Community Primary School Anti-Bullying Policy

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. *Anyone* who knows that bullying is happening is expected to tell the staff.

What is Bullying?

"Bullying is aggressive or insulting behaviour by an individual or group, often repeated over a period of time, that intentionally hurts or harms."

(Tackling bullying in schools: A survey of effective practice - Estyn 2006)

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, social networking sites & internet chat room misuse, mobile threats by text messaging & calls, misuse of associated technology, i.e. camera & video facilities

It is important that when dealing with incidents of bullying, individual perspectives are taken into account. If a child, young person or adult states that bullying is taking place, actions must be taken to determine why this allegation has been made. Bullying is not always consciously motivated.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. This is why we have a responsibility to respond promptly and effectively to issues of bullying.

Objectives

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and Symptoms of Bullying

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and should investigate if a child:

- Is frightened of walking to and from school;
- Doesn't want to come to school (Feigns illness/Attendance problems);
- Begins truanting;
- Becomes anxious, withdrawn or lacking in confidence;
- Starts stammering or develops speech difficulties;
- Academic results and performance becomes noticeably worse;
- Regularly complains of feeling ill;
- Has possessions or money go missing, without plausible explanation;
- Becomes aggressive, negative, unruly or disruptive;
- Has unexplained physical injuries;
- Is bullying other children around them;
- Stops eating or their eating patterns noticeably changed;
- Displays attention-seeking behavior;
- Is tearful;
- Lacks concentration-forgetfulness;
- Begins soiling or wetting themselves;
- Is self-harming;
- Has a sudden change in friendship groups;
- is frightened to say what's wrong;
- gives improbable excuses for any of the above;
- is afraid to use the internet or mobile phone or
- is nervous & jumpy when a cyber message is received.

These signs could indicate other problems, but bullying should be considered a possibility and should be investigated.

Prevention

At Penygarn, we are constantly working to tackle bullying. We use many ways to inform staff and pupils about the subject including:

- Anti-bullying week;
- School rules;
- Assemblies;
- School Council;
- PSE/circle time;
- Yard organization;
- Dinner times and playtimes being closely monitored;
- Training for all staff;
- Role play/drama;
- Issuing leaflets to parents and children;
- Poster campaigns;
- Outside speakers and guests;
- Suggestion boxes in classrooms;
- Anger management/ social skills classes where necessary;
- Emphasis on team ethic;
- Pastoral care;
- Buddies and
- R.E.

Procedures for pupils

1. Report incident to adult that they trust, who will then report it to a member of staff.
2. In all cases of suspected bullying, the incidents will be recorded by staff in the class incident file
3. The member of staff will share information with Liz Edmunds Deputy Head Teacher and/or Louisa Sellars Head Teacher.
4. Once it has been established that the incident was bullying, the incident will be recorded in the school's bullying log.
5. Parents informed and invited into school for meeting.

6. If necessary and appropriate, police will be consulted.
7. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
8. An attempt will be made to help the bully (bullies) change their behaviour

Outcomes

- 1) The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
- 2) If appropriate social skills/ anger management programme may be initiated for bully.
- 3) In serious cases, a fixed term exclusion or even permanent exclusion will be considered.
- 4) If possible, the pupils will be reconciled.
- 5) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place. All records will be kept.

Procedures for parents

- 1) Parents should speak to the class teacher first about their concerns.
- 2) If the bullying continues then the parents should make an appointment to see the Key Stage 2 Leader/Deputy Headteachers and finally the headteacher to report concerns.
- 3) A record of the meeting will be kept and the bullying will be investigated giving clear timescales to parents for reporting back.

Reviewed: September 2014

This policy will be reviewed every 3 years.

This policy will be made available to all staff, governors and parents.