



HAPUSRWYDD ▪ HYDER ▪ LLWYDDIANT
HAPPINESS ▪ CONFIDENCE ▪ SUCCESS



Ffederasiwn Dyffryn Ceiriog Ceiriog Valley Federation

Anti-bullying Policy

Approved by Governing Body on	Date: February 2023
Due for review on	Date: February 2024
Signed by Chair of Governing Body	
(Print name)	

Introduction

- This is a statement of the aims, principles and strategies for the REDUCTION and ELIMINATION of BULLYING at Ysgol Cynddelw and Ysgol Llanarmon Dyffryn Ceiriog. The Ceiriog Valley Federation are committed to creating and sustaining a safe, positive and inclusive environment for all pupils, staff, parents/carers and visitors. We believe that all pupils, staff, parents/carers and visitors have the right to be protected from bullying and abusive behaviour.
- It was developed during the Autumn Term of 2022 by the Health and Wellbeing coordinator, through a process of consultation with teaching staff, parents, the Healthy Schools Team and pupils. It has been adapted and developed to suit the needs of the schools.
- This policy will be reviewed annually.

What is bullying?

Bullying is

- ongoing
- deliberate
- unequal

It involves:

- target(s)
- the person/people doing the bullying
- witnesses

Definition

Bullying is deliberately hurtful behaviour, repeated over time, where it is difficult for those being bullied to defend themselves. Bullying results in pain and distress to the child.

Bullying can be:

- Indirect being unfriendly, excluding, spreading nasty stories about someone.
- Physical pushing, kicking, hitting, taking or damaging belongings.
- Verbal name-calling, insulting, making offensive remarks.
- Cyber text messaging & e-mail.
- Name calling is the most common direct form of bullying. Bullying is when these behaviours are consistent, planned, premeditated and sustained.
- Targeted on the basis of race, gender, additional needs, disabilities, or long term health conditions.

Not all hurtful behaviour is bullying, but all hurtful behaviour is unacceptable in our schools.

Aims

The aims and objectives of Ysgol Cynddelw and Ysgol Llanarmon Dyffryn Ceiriog in formulating this statement are;

- To reduce and eliminate wherever possible instances in which pupils are subjected to bullying in any form.
- To establish appropriate means of providing after-care should an incident of bullying occur.
- To ensure that all pupils, staff, governors and parents are aware of this policy and fulfil their obligation to it.
- To meet and legal obligations which rest with the school.
- The ongoing and long-term aim of the policy is to reduce the number of pupils who experience bullying through increasing awareness of this behaviour, its causes and consequences in the pupils, staff, parents / carers and visitors who make up the school community, and to help pupils find and put into practice a series of solutions to the problem of bullying.
- The policy also aims to ensure that individual cases of bullying will be dealt with consistently and in a constructive and fair manner when they occur. Procedures for dealing with bullying are clearly set out so that all members of the school community know what they can expect from the school and what the school expects of them, regarding bullying.

Signs and symptoms

A child may indicate by signs or behaviour that he or she is being bullied, behaviour will depend on their age and routines. Adults should be aware of these possible signs and should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school mini bus (if appropriate)
- 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
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go 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 starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened 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 (older pupils only) is received

Procedures and Strategies

When bullying is reported it will be taken seriously and this policy will support us in providing a learning environment free from any threat or fear.

1. All instances of bullying should be reported to the class teacher, who will be the first port of call for help. They will be the person who knows the child in the school environment best. However this could be anyone else, a person of their choice. Pupils who have been bullied or have seen others being bullied should report this to their class teacher or Headteacher. Staff to record reported incidences of bullying.
2. The class teacher will investigate and keep a written report so that any pattern of bullying can be built up. They will give reassurance and on-going support, possibly through peer support, and promote the child's self-esteem.
3. They will also inform the Head-teacher – Mrs L Sockett as soon as any instances have been reported. All reports of bullying must be logged by the Headteacher. Where bullying is of a racist nature this must be reported to the Local Authority using the Racial Incident Report form.
4. Staff will work with the young person who is being bullied to help them feel safe and find responses to bullying that work.
5. Staff will work with the young person or people who are bullying to change the bullying behaviour.
6. Wherever possible, staff will work with the parents/carers of any student who is being bullied to support and encourage that student in finding solutions to the bullying.
7. Wherever possible, staff will work with the parents/carers of any student who is bullying to support and encourage that student in finding alternatives to the bullying behaviour.
8. Staff will try to involve relevant outside agencies in supporting pupils who are experiencing bullying or who are bullying.
9. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.

Outcomes

- 1) The bully (bullies) may be asked to genuinely apologise, and find ways of redressing the hurt they have caused. Other consequences may take place, which may include loss of playtimes, partial or complete loss of amser arbennig, not attending workshops or tournaments. Parents will be consulted.

- 2) If possible, the pupils will be reconciled.
- 3) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- 4) Excluding pupils from Ysgol Cynddelw & Ysgol Llanarmon is a last resort. If particularly serious victimisation, abuse and intimidation, or physical bullying against any other person belonging to the school community is reported, those pupils who carried out the bullying will have to be suspended from school activities while it is investigated and solutions are sought. If the solutions have no effect, or if the bullying was so severe that it would be harmful to the rest of the school community to allow the suspended pupil to return to the school, he/she may have to be permanently excluded, in line with Local Authority guidelines.

Prevention

Prevention is better than cure. Ysgol Cynddelw and Ysgol Llanarmon Dyffryn Ceiriog do not tolerate bullies. Children are taught that each person is special and unique. Teachers have a range of strategies to help children develop high self-esteem and promote a positive anti-bullying ethos, helping children to understand both sides. These include:

- School Rules – Be kind, Be positive, Be safe.
- PSE lessons
- Circle Time
- Assemblies
- Anti-Bullying Week
- Forest School Sessions
- Peer support
- Developing inter and intra personal skills
- Support from outside agencies
- Literacy – stories.
- Drama performances from outside agencies.
- Activities provided by the Healthy Schools Team.
 - Social group
 - ELSA sessions

The schools will also work with the bully to understand the consequences of his/her behaviour, and to help him/her to change his/her behaviour into positive forms. An active response by others close by to bullying is far more protective than a passive response.

Role of the Parents

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 their child's class teacher. Parents have a responsibility to support the schools' anti-bullying policy and to actively encourage their child to be a positive member of the school. The safety and security of pupils, staff and visitors is very important to us. The schools in the federation will not tolerate intimidating or abusive behaviour. Families are expected to support our belief that this type of behaviour from child to child, from child to adult, from adult to child or from adult to adult is unacceptable.

Monitoring and Review

This policy will be reviewed annually, but with modern technology advancing at the rate it is, it may need to be reviewed more often if more opportunities and types of bullying are in existence. This policy will be considered a living document, and will be updated and reviewed as needed.

Coordination

Ultimate responsibility for the policy's implementation will rest with the School Governors/Head-teacher. However, all pupils, staff and parents have an active role to play in its evolution, developments and maintenance. The Health and Wellbeing co-ordinator's role will develop, raise awareness, support and work with colleagues to monitor and evaluate the area. Further in school training will be identified within the School Improvement Plan and the school performance management cycle. New staff will be introduced to the anti-bullying policy, as will new pupils via class teacher, particular sessions/assemblies dealing with combating bullying.

All pupils

All of us find ourselves in vulnerable positions sometimes, e.g. when we start a new school/job/subject, if we are having problems at home, etc. As part of the school community, you have a responsibility to help combat bullying by supporting other pupils when they are vulnerable. Do not gang up against another pupil in a vulnerable position, try to help him/her feel less vulnerable. Do not join in with making fun of them, even if you don't feel able to challenge the bullying behaviour yourself. And don't turn a blind eye to bullying and victimisation. Here's what to do if you know that another pupil is being bullied (this could be a friend that you know really well, someone in one of your classes, or someone that you just see around the school and have never even spoken to; and the bullying could be happening at school, or on the way to and from school):

Let a member of staff know about the bullying. You can do this in lots of different ways:

- Write down the details about the bullying and leave with the school secretary. Try to include who is being bullied, how they are being bullied, and when and where the bullying is happening/happened; if you can, write down who is doing the bullying and also your name.
- Tell a friend, who can advise you how to tell staff and support you in doing so, or tell them for you if you are unable to do so.
- Find a quiet moment to speak to a member of staff. Members of staff are: teachers, teaching assistants, office staff and playground supervisors. After class can be a good time to approach teachers. You can always pretend that you need help with some work if you are worried that other pupils might hear you ask the teacher for a private word.

When you let staff know about bullying you can expect what you say to

- be taken seriously and that action will be taken to stop the bullying behaviour. If you choose to tell a member of staff about bullying in person or if you write your name on a bullying report staff will not name you when they investigate the bullying unless they are forced to because of Child Protection laws, but they will let you know that they have acted on your report.
- If you are ever worried for your own or another pupil's physical safety (including if you are afraid that a pupil may harm himself/herself), do not hesitate to tell a member of staff so that they can take immediate action to keep the pupil safe with the help of other staff at the school, parents/carers and the police and ambulance service if necessary.
- A worry box will be placed in a prominent area of the school for pupils to share their worries.

Specific work will be done in circle time type activities to model how to use the worry box especially in relation to 'banter' type behaviour.

Pupils who are being bullied

If you are being bullied, you can expect that:

- You will be listened to and taken seriously.
- Action will be taken to help you to stop the bullying.
- You will be involved in the process of deciding what action to take to help stop the bullying and any worries that you may have will be listened to and respected.
- You will be given the opportunity to talk about the way that the bullying has made you feel and to find strategies to deal with these feelings and to understand and cope with bullying behaviour. This means:
 - Your teacher and Headteacher will be told about your situation so that they can help
 - to support you.
 - You will be given the chance to work with them to find strategies to deal with bullying and to talk about any feelings and worries that you may have.
 - You will be offered the chance to talk with staff from other agencies as well.
 - Your teacher will ask to let your parent(s)/carer(s) know what is going on, and to offer them the chance to help support you, too.
 - You will have regular update meetings with your classteacher (e.g. every week for a month, a half-term, or a term) to make sure that the action taken to stop the bullying is really working and that you are happy with how things are going.
 - If you are ever in fear for your physical safety, staff will take immediate action to keep you safe with the help of their colleagues at the school, parents/carers and outside agencies like the police and ambulance service if necessary.

Pupils who are bullying

Bullying behaviour has absolutely no place at Ysgol Cynddelw & Ysgol Llanarmon DC and will not be tolerated. If you are involved in bullying, you can expect that:

- Your bullying behaviour will be challenged.
- You will be treated fairly.
- You will be given the opportunity to change your behaviour and encouraged and supported in doing so. This means:
 - o You will be expected to work with staff to look at the reasons that you have been bullying and to find and put into practice other ways of behaving.
 - o You will be offered the chance to work with staff from other agencies who can help you to stop bullying,
 - o Your teacher will let your parent(s)/carer(s) know what is going on, and to offer them the chance to help support you in changing your behaviour.
 - o You will have regular meetings with staff to review your behaviour (e.g. every week for a month, a half-term, or a term).

If you do not work at changing your behaviour then staff will have to take more serious action, e.g. suspending you from school activities.

Our priority is to make our schools a safe and positive place for the whole school communities. If you take part in bullying any other person belonging to the school community, you will be instantly

suspended from coming to school whilst the behaviour is investigated and you may well be excluded.

Staff

All staff can expect to be properly trained and supported in dealing with bullying.

All staff will be expected to:

- Promote an environment that is constructive and safe for all pupils through their own teaching practice and actions.
- Follow the procedures set out in this policy when they are dealing with bullying.
- Work in co-operation with colleagues, pupils, parents/carers, staff from other organisations in the local community and the school's board of governors to combat bullying.

Parents/carers

Staff will do their best to address any concerns that you may have about bullying; and you will be asked to co-operate with the school in supporting your child and promoting the message that bullying behaviour is not acceptable.

If your child is being bullied, you can expect that:

- You and your child will be listened to.
- Staff will ensure that you are involved in the process of supporting your child in dealing with the bullying.
- Staff will do their best to address any concerns you may have.
- Wherever necessary, the school will put you in contact with outside agencies that can help to support you and your child in addressing his/her experience of being bullied.

If your child is bullying another pupil, you can expect that:

- You and your child will be listened to.
- Your child will be treated fairly.
- Your child will be expected to change his/her bullying behaviour and supported and encouraged in doing so by both yourselves and the staff.
- Wherever necessary, the school will put you in contact with outside agencies (e.g. Connexions) that can help to support you and your child in addressing his/her bullying behaviour.

If you have any concerns that another child who attends the school (e.g. a friend of your child) may be experiencing bullying, please do not turn a blind eye but mention this to a member of staff.

Governors

School Governors can expect to be kept up-to-date on any serious cases of bullying in the Headteacher's report to Governors. This can also be dealt with in the wellbeing sub committee.

School Governors will be expected to:

- Read, understand and agree with the anti-bullying policy and practices in the school and
- publicly support the school's anti-bullying message

Leadership and Management

Mrs Eleri Harper has a responsibility for Health and Wellbeing and is the first point of reference for this area on the Governing Body. The Co-ordinator for PSE monitors the provision within the curriculum.

Equality and equal opportunities

Anti-Bullying recognises there may be important categories of bullying pertaining to equality. Bullying is bullying – and will not be tolerated under any circumstances regardless of the grounds the perpetrator is basing his/her bullying.

Health and Safety

We adhere to the requirements and recommendations of the LA's Health and Safety Policy. Visitors who are invited in to talk to pupils have undergone CRB checks Advice is taken from outside agencies. All visitors/helpers without checks will be supervised at all times.