

# YSGOL GYMRAEG Y LOGIN FACH



## ANTI-BULLYING POLICY

# Ysgol Y Login Fach 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.

Children have the right to grow up without violence, to have the opportunity to develop to their fullest potential and with the certainty that their basic needs will be met. The responsibility of ensuring that these rights are protected lies with us, and this is especially true in relation to bullying, where a whole school approach is needed to address the issue.

At Ysgol Y Login Fach we aim to create a happy, caring atmosphere, and as a school, we do not allow bullying. But, as research shows, there is the potential for bullying to occur in all schools, and we should be aware of this. It's possible for some learners, at some times, to behave badly towards their peers, and unfortunately these cases are not always reported to teachers and staff. Every member of staff has the responsibility therefore to be vigilant in order to ensure that there is a happy and positive atmosphere within the school. Refusing to acknowledge that bullying can happen makes it difficult for learners to talk to staff should a problem arise.

## **Aim of the policy**

The aim of producing and promoting this policy is to ensure that members of staff at Ysgol Y Login Fach are aware of attitudes towards bullying that can arise within the school, that they are familiar with systems to deal with bullying and that they are able to deal appropriately with bullying when it happens.

We are a Restorative Progress school and we all follow the same process. Children's Rights are also at the forefront of our planning, policies, practice and ethos.

Ysgol Gymraeg Y Login Fach aims to

- prevent bullying - ensure that every learner understands that we will not allow bullying of any kind.
- raise awareness - ensure that the learners, their parents and the staff are aware of the different types of bullying, and how to deal with cases that arise
- share information - encourage learners to trust their parents and/or staff
- develop systems - have working procedures in place to deal with matters that cause concern
- monitor - ensure that staff are alert to any situation that arises, revise the policy regularly and respond to all concerns
- support - ensure that there is appropriate support for every learner who has suffered because of bullying

The policy addresses the following issues:-

1. What is bullying?
2. What are the different forms of bullying?
3. Where does bullying occur?
4. Who are the bullies?
5. Who are the victims?
6. Signs and symptoms

7. What can we do to prevent bullying?
8. What do learners need to know?
9. How to react if a case of bullying comes to light?
10. How to help learners who bully?
11. How to support those being bullied?

### **1. What is bullying?**

Bullying is a deliberate and conscious attempt to hurt, threaten or scare somebody else. It can happen over a short period of time or it can continue for longer unless it is stopped. There are several types of bullying. It can be physical, verbal or just a threat. It can be done blatantly or subtly.

### **2. What are the different forms of bullying?**

- Emotional - ostracizing and ignoring (not including the victim/refuse to play), provoking (unpleasant gestures), humiliating or ridiculing
- verbal - ridiculing, racially abusing, making malicious comments, continual provoking, threatening violence, name-calling
- physical - kicking, pushing, spitting, biting or any type of physical attack
- sexual - unwelcome sexual contact or suggestive comments
- material - having property stolen or damaged
- cyber - sending e-mails, messages containing unpleasant subjects or any misuse of modern technology

Boys and girls can be bullies and victims. Girls are usually emotional and verbal bullies, but not always. Boys are usually physical bullies, but not always. Older bullies are more likely to be emotional and verbal bullies. Very young children are more likely to use physical behaviour. We need to remember that all types of bullying are serious and cause concern, fear and deep unhappiness. Bullying affects school work, and research shows that it can lead to problems later on in life.

Bullying affects those being bullied, those who are doing the bullying and also those who witness the aggressive behaviour and the suffering of those being bullied. It can upset the atmosphere of the classroom or even the school, and at times the less aggressive learners can be influenced into taking part in the negative behaviour.

### **3. Where does bullying occur?**

Bullying can occur anywhere but it usually takes place in largely unsupervised areas e.g. toilets, areas of the playground that are less frequently visited by the staff who are on duty.

### **4. Who are the bullies?**

It is not easy to spot the bullies. Bullies do not possess a unique collection of characteristics. They can arise from all sorts of learners, that is those who:

- are academic
- do as well, if not better than their peers
- are unpopular or uncertain
- are quite popular and happy.

However bullies tend to have the following characteristics:

- they are invasive and attacking, and they lack the ability to control these characteristics
- they suffer from a lack of empathy and a lack of guilt
- they like to be a member of a group to have support

## **5. Who are the victims?**

Bullies pick on individuals who are easily hurt. These can be learners who:

- are new to the school or class
- are different in terms of appearance, speech or background
- suffer from low self-esteem for some reason
- react 'interestingly' when being bullied e.g. temper tantrums, losing control
- are more anxious, nervous or shy than other learners.

## **6. Signs and symptoms**

Learners can show signs or behaviour that suggests that they are being bullied.

Listed below are some of these signs, although you should remember that they can be signs of other problems. Adults should, however, look into the possibility of bullying if the learner:

- is frightened to walk to or from school
- is frightened to go on the school bus / public bus
- asks to go to school by car
- wants to stay with adults
- changes their routine
- is unwilling to go to school (phobia of school)
- starts to play truant
- goes into their shell, is worried, or is lacking in confidence
- starts stuttering
- cries themselves to sleep or has nightmares
- feels sick in the morning
- starts to do badly in their school work
- comes home with their clothes ripped or their books damaged
- "loses" property
- asks for money or starts stealing money (in order to pay the bully)
- "loses" dinner money or other money
- fails to explain a cut or bruise
- comes home starving (money/dinner taken)
- becomes aggressive, disruptive or unreasonable
- bullies other children or brothers and sisters
- won't eat
- is frightened to say what's wrong
- is frightened when they receive e-mails or text messages
- gives unlikely excuses for any of the above

## **7. What can we do to prevent bullying?**

We need a whole school approach, so it's important that every adult at Ysgol Y Login Fach is responsible for stopping bullying. Those who are victims of bullying must know that teachers and other members of staff can act to stop bullying, and that they are ready to do this. We should:

- make sure that pupils are supervised e.g. when on duty in the yard, we should move around and avoid creating areas that the pupils know are largely unsupervised
- be vigilant for any signs of bullying
- deal firmly with any incident of bullying
- take appropriate action by following the guidelines (see the Discipline Policy)
- let the pupils know that they can report any incidence of bullying to staff

Within the classroom we should:

- praise co-operative work and non-aggressive behaviour

- raise the awareness of bullying by reading relevant stories, plays, holding discussions, etc
- promote co-operative learning and group work, by sharing responsibilities
- reduce comparisons between learners in games and academic skills through valuing other skills
- promote self-respect, tolerance and consideration for others
- encourage older pupils to look after younger pupils

### **8. What do learners need to know?**

We need to encourage every learner at Y Login Fach to tell someone if bullying occurs, and it is every adult's responsibility to listen and act upon it. Learners must be aware of the following.

- Ysgol Y Login Fach does not accept any form of bullying
- if they are being bullied, they should not take revenge or hit back
- they should tell the nearest adult if they are being bullied, or if they know of someone who is being bullied
- the confidentiality of any learner who shares information about bullying will be respected
- any teacher, or other adult will be ready to listen and act at once
- the school will deal with any case of bullying at once
- the bully will be punished in accordance with the rules noted in our Discipline Policy. This can lead to exclusion

### **9. How to act if a case of bullying is discovered?**

Every member of staff must discuss the matter with the head teacher to begin with. The 'Report Incidents of Bullying' form should be completed and then the steps below followed as soon as possible. The aim is to reconcile, by supporting all those involved in the matter. The following will be actioned, and in every case the facts of the case must be reported on, not the claims

- interview the victim
- interview the witnesses
- interview the individual responsible for the bullying, emphasising that he/she has the responsibility to change his/her behaviour and ask for suggestions on how to do this
- hold a meeting with the victim and bully within a week to review the situation

Sometimes the bullying is serious or it continues. In this case there will be different conditions. As a school we are fair but strict, and everyone should understand this. We will act as follows:

- keep them in - the bully will stay in for a while during play times, to think about how to improve his/her behaviour.
- speak with the parents - the head teacher will let the parents know about the bullying incident
- meeting with the parents - if the bullying continues, the parents will be asked to come into school to discuss the next steps
- make use of external agencies - this is a serious step and involves contacting the EA, social services or the police
- temporary exclusion
- permanent exclusion

### **10. How to help learners who bully?**

Parents will have to co-operate by working with the learners who are bullying. Parents should be encouraged to be patient. The school and the parents should

- try to find out if the learner knows of any reason why they are bullying
- try to find out if there is anything that could stop them bullying
- find a way for the learners to make amends for the bullying by apologising personally or in writing
- help the learners to find a non-violent way of responding to particular situations, and practice these methods
- explain that it is not a weakness to leave a situation where learners feel they are about to lose control, instead it ensures the situation will not worsen.
- praise learners when things go well
- draw up a reward scheme for good behaviour.
- ask for help if needed

### **11. How to support those being bullied**

Parents need to co-operate by working with learners who bully. Parents should be encouraged to be patient. The school and parents should encourage those suffering to:

- not suffer in silence, encourage them to always talk about incidents of bullying by explaining that they will receive immediate support
- try not to show that they are hurt, and not to take any notice of nasty comments
- explain that responding by crying or getting upset will only encourage the bullies, and that not reacting will make the bullies lose interest
- stay with a group of friends, since bullies usually pick on those who are on their own
- be confident and determined, make the bully understand that their behaviour is unacceptable
- do not react, this could make the situation worse

Useful website - [www.bullying.co.uk](http://www.bullying.co.uk)  
[www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

Useful phone number - Childline - 0800 44 1111

**Signed** \_\_\_\_\_

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

# Ysgol Gymraeg Y Login Fach

## Anti-Bullying Manifesto

We do not want bullies in our school

Bullying occurs when someone...

- is nasty
- hurts you
- threatens you

Bullies do this by...

- saying nasty things
- name calling
- hitting you
- throwing things at you
- making you do things you don't want to do
- smirking at you

What you can do if you think you are being bullied...

- tell whoever is bullying you to stop
- be brave and confident and answer back
- tell somebody else

If you are being bullied, or think you are being bullied, you can tell...

- a friend or friends
- teachers and other members of staff
- parents
- someone at home
- someone you trust

If the bullies continue, someone in school will...

- speak to them
- tell their parents
- ask the bully to explain what they are doing and why they are doing it
- ask the bully to apologise
- help the bully to become a better person

**Sensible advice on how to beat the bullies...**

- be brave and confident, tell the bully that what they are doing is unacceptable.
- don't keep things secret
- if you see something, say something