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*'Every child, every chance, every day'
'Pob plentyn, pob cyfle, pob dydd'*

Anti-Bullying Policy

Policy Number	Date Reviewed	Date of Next Review
YBGP5	November 2018	November 2021

1 Introduction

1.1 The secure and caring environment created at Ysgol Brynffordd School and the general atmosphere within the school actively discourages bullying.

1.2 Within the ethos of the school the value of individuality and the nature of the emotional life of our pupils is catered for. A family environment is fostered and every child has a sense of place and belonging.

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

1.4 "The intentional hurting of one person by another, where the relationship involves an imbalance of power. It is usually repetitive or persistent, although some one-off attacks can have a continuing harmful effect on the victim, leaving them traumatised and nervous of future recurrence.

"Respecting Others: Anti-Bullying Guidance (WAG September 2003)

1.5 Bullying can be:

Emotional - being unfriendly, excluding, tormenting, threatening

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 & video facilities

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.

2.5 We aim, as a school, to address issues that arise during circle time held within the classes.

2.6 We invite our school police liaison officer into school to discuss issues that can be problematic such as rights and wrongs, cyber bullying, anti social behaviour etc

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.

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, during anti-bullying week.

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/support staff

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 and monitor the situation closely. If a child is being bullied over a period of time or a serious incident occurs, then, the Headteacher is informed who then immediately informs the child's parents.

5.3 If teachers become aware of any bullying taking place between members of a class, the issue is dealt with immediately. This may involve counselling and support by the classroom teacher for the victim of the bullying, and punishment for the child who has carried out the bullying. Time is spent talking to the child who has bullied. It is explained why the action of the child was wrong and it is endeavoured to help the child change their behaviour in future. In some circumstances the child's parents are invited 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.

5.4 Teachers attend training, when available, which enables them to become equipped to deal with incidents of bullying and behaviour management. Staff meetings are an opportunity to highlight issues that may be addressed.

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

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 class teacher or Headteacher 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.

6.3 Parents can request a meeting with the Headteacher to discuss any bullying issues if and when they arise.

7 The role of pupils

7.1 Pupils are encouraged to discuss any issues as and when they arise. We aim to foster a culture of communication, so that children feel that they can express their feelings and their fears if an incident takes place, which can then be dealt with promptly.

7.2 School councillors and older pupils are encouraged to intervene where they see problems of bullying and inform adults.

7.3 Activities encouraging the older children to mentor younger pupils are encouraged through paired reading and yard games.

7.4 The School Council are encouraged to send out a strong anti bullying message of their own.

8. Links with other policies

8.1 The behaviour policy has a bearing on the type of sanctions that may be imposed.

8.2 Actions to be taken in dealing with behaviour issues are included in the staff Procedures, which are regularly reviewed annually and shared with all members of staff.

8.3 Every effort is made to ensure that all pupils are able to be constructive members of the school community.

9 Monitoring and review

9.1 This policy is monitored on a day-to-day basis by the Headteacher, who reports to governors about the effectiveness of the policy on an annual basis.

9.2 This anti-bullying policy is the Governors' responsibility and they review its effectiveness annually.

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**Ysgol Brynffordd School
Anti-bullying Policy
Pupil input**

What is the policy for?

- The policy tells us that at our school everyone is treated fairly and equally
- It tells everyone what to do and where to go if they are unsure of what to do
- It tells people that there are people there to help them and not face their worries alone

What does the policy mean?

- It tells people that in our school everyone should feel happy, welcome and safe
- It tells us to think about how we behave as it could hurt someone's feelings if we are unkind
- It tells people that it is not acceptable to be unkind to others.

What do we do?

- We learn about what we can do to stop bullying and how we should stop and think what we do and say
- We learn how to treat and respect others
- We learn how to treat others in a way that we would like to be treated
- We lead by example and are good role models for younger children in school.
- We should look after and be responsible for, the school environment and our belongings with pride
- We know what to do if we have a problem.
- We learn to realise that we are not alone and everyone is there to help- tell an adult or a friend, if someone is doing or saying something that makes you unhappy.
- Be aware that bullying can happen on line. Always report anything unkind to an adult immediately whether at home or in school.

This policy was discussed and formed through consultation with all junior pupils
July 2019