



# Ysgol Betws



## Bullying and Harassment Policy

### **Introduction**

Bullying can be physical, verbal or psychological and is usually continued over a long period of time. It is very much in the eye of the beholder and can often be difficult to stop.

Bullying is detrimental to the social, emotional and educational development of both bully and bullied and serves to inhibit access to the child's curricular and developmental entitlement.

It is important to ascertain the facts, and to differentiate between cases of disagreements, short term falling out and incidents of bullying.

Our aim in this school is to create a climate where bullying will not be tolerated. This will be accomplished by the active co-operation of pupils, staff, parents and governors.

### **Aims**

- To provide a secure environment in which pupils can report incidents confidently
- To show all parents, pupils involved with the school that bullying is taken seriously
- To enable staff to respond calmly and consistently to bullying incidents
- To reassure pupils that the school will protect parties whilst the issues are resolved
- To provide long term and positive programmes of personal development where it is required

### **Guidelines**

When incidents happen on the school yard (falling out or bullying, initially) the supervisors will deal with them immediately.

If they feel that it was more than a "one off", or that it was an act of bullying, they will inform the class teacher. The class teacher will discuss the incident with the pupils involved, and decide on appropriate action. The school will react promptly and firmly where bullying is identified. The head teacher will be made aware, if it is a case of bullying.

If an incident occurs in class, then the class teacher will deal immediately with the matter.

It is sometimes the parent who informs the school about an incident. The parent should discuss their concerns initially with the class teacher. The school must be given a short period of time to investigate and deal with the matter. Notes should be taken. The class teacher should then contact the parents to inform them of what has been done to improve the situation.

The member of staff dealing with the case will keep a written record of the incident of the bullying. The member of staff will also be responsible for notifying the Head teacher and monitoring and reviewing the development and consequences of any course of action taken.

Should this not resolve matters, the Head teacher should intervene.

There are a range of sanctions available to the staff and head teacher depending on the perceived seriousness of the situation. Some of these include:

- a) discussions with pupils and asking them to apologize for their actions
- b) discussions with the school council
- c) withdrawal from favoured activities
- d) detention
- e) speaking to the parents
- f) exclusion from school

In its efforts to stamp out bullying the school will:

- support children who are being bullied by providing a friend
- help bullies to change behaviour
- take bullying seriously and find out the facts of any incident
- meet those concerned individually
- use peer group pressure to actively discourage bullying
- break up bullying groups
- to discuss bullying in circle time
- to invite the police to discuss bullying issues
- help children develop positive strategies and assertions
- be equally concerned about bullying to and from school
- record bullying in a consistent way that allows for monitoring of behaviour
- discuss with, and involve children in agreed class and school rules
- educate the pupils about online bullying, and how to deal with it.