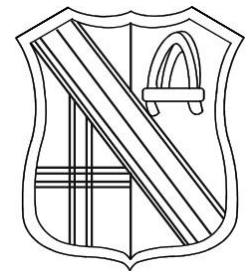




# Ysgol Betws



## Bullying and Harassment Policy

### Rights, respect, equality

Definition:

**Behaviour by an individual or group, usually repeated over time, that intentionally hurts others either physically or emotionally.**

We believe that all pupils have a right to learn in a supportive, caring and safe environment without the fear of being bullied. We promote good behaviour. It is made clear that bullying is a form of anti-social behaviour. It is wrong and will not be tolerated

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, and 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

#### What is Bullying?

Bullying can be described as being a deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully. Bullying is a repeated or varied actions performed over a period of time resulting in pain and distress to the victim. Bullying can be:

- Emotional – being unfriendly, excluding, tormenting, etc.
- Physical – pushing, kicking, hitting, punching or any use of violence
- Racist – racial taunts, graffiti, gestures
- Prejudice-related – bullying of a learner or a group of learners because of prejudice
- Sexual – unwanted physical contact or sexually abusive comments or focussing on the issue of sexuality, or harms the target's relationships
- Verbal – name-calling, sarcasm, spreading rumours, teasing
- Cyber – inappropriate comments on social media, sexting, photographs, videos, abusive emails or hacked accounts

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

- Is frightened of walking to or from school
- Begs to be driven to school
- Begin to wet the bed. Changes their usual routine Is unwilling to go to school (school phobic)
- Becomes withdrawn anxious, or lacking in confidence
- Starts stammering
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning

- Begins to underachieve their potential in school work
- Comes home with clothes torn or books damaged
- Has possessions go 'missing'
- Asks for money or starts stealing money (to pay bully)
- 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
- Begins truanting
- Doesn't want to go on the school/public bus
- Attempts or threatens suicide or runs away
- Gives improbable excuses for any of the above

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

#### Procedures

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 one incident, 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 bullying 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 class/school council
- c) detention- being kept in during play times
- d) speaking to the parents
- e) exclusion from school

In its efforts to stamp out bullying the school will:

- educate pupils on how to behave positively
- writing class rules
- 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.

