



# **YSGOL LLANFYLLIN**

## **Polisi Gwrth Fwlio/Anti Bullying Policy**

**Uwch Arweinydd/Senior Leader: H. Lloyd-Jones**

**Cadeirydd y Llywodraethwyr/Chair of Governors:**

Llofnod/Signed: *G Thomas*

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## **INTRODUCTION**

Everyone in the Ysgol Llanfyllin community has the right to feel safe and secure at school and to be treated with dignity and respect, so that the school is free from intimidation or fear so that our pupils can learn and grow in an environment where they can make a positive contribution and achieve their potential. Bullying is not tolerated or ignored at our school. This policy should be viewed along with the Equal Opportunities Policy and the Strategic Equality Plan.

## **PROCEDURES**

We will follow the Respecting Others: Anti-Bullying Guidance Circular No: 23/2003. We will comply with the Human Rights Act 1998 and the Equality Act 2010.

## **WHAT IS BULLYING?**

Bullying is repeated behaviour, which is deliberately intended to hurt, intimidate, frighten, harm or exclude – whether this is intended or not. There are different sorts of bullying, but the main types are:

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|----------------------------------|---|
| <b>PHYSICAL</b>                  | hitting, kicking, taking or hiding belongings including money   |
| <b>VERBAL</b>                    | name calling, teasing, insulting, writing unkind notes  |
| <b>EMOTIONAL</b>                 | being unfriendly, excluding, tormenting, spreading rumours, looks   |
| <b>EXCLUSION</b>                 | a pupil can be bullied simply by being excluded from discussions/activities with those they believe to be their Friends   |
| <b>DAMAGE TO PROPERTY/THEFTS</b> | pupils may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hands over property to them   |
| <b>CYBER</b>                     | cyber-bullying may include threats or name-calling via internet chat rooms, web pages, texts or phone calls. It may also involve the misuse of associated technology such as cameras and video facilities |

## **WHAT IS NOT BULLYING?**

Children and young people of a similar age sometimes have disagreements which can lead to fighting or arguments. In this situation, there is no imbalance of power and no intimidation used. These kinds of disagreements are upsetting and difficult but they are not bullying. One of the things which is important for children and young people to learn is how to resolve conflict because unresolved conflict can lead to a build-up of anger and resentment which can escalate into one person retaliating by constantly picking on the other person. This kind of behaviour can lead to bullying behaviour if the conflict is not dealt with at an early stage.

## **GENERAL POINTS**

- Bullying can take different forms. It can leave children hurt, distressed and frightened. Only by openly acknowledging the problems caused by bullying and by seeking to involve the whole school community –pupils, parents, teachers and support staff – can we hope to tackle it effectively.
- Reporting bullying is encouraged – being seen a courageous act rather than that of a weak person. Those who report bullying will be taken seriously and supported in standing up to bullies.
- All pupils will have a leaflet for their planners outlining the school's anti-bullying policy and giving advice for pupils.
- All cases of bullying will be 'logged' with Progress Managers.
- Pupils, through year group assemblies, Personal and Social Education and the school Code of Conduct are reminded of the devastating impact of bullying on its victims and that any form of bullying is not acceptable.
- All staff are aware of the need to encourage students to report bullying and have the skills to handle the matter sensibly so that the problem is removed rather than delayed to another occasion.
- Pupils can report bullying incidents by using the school email address – [antib@llanfyllin.powys.sch.uk](mailto:antib@llanfyllin.powys.sch.uk). All emails to AntiB will be dealt with sympathetically by the Progress Manager and together we can stamp out any bullying that might exist within Ysgol Llanfyllin.

## **SUPPORT FOR PUPILS**

We believe that the school is a community where trust and honesty is valued by all and it is a place where pupils have the right to feel safe and secure.

Pupils will have a copy of the 'Advice for pupils' in their planner. This describes our anti-bullying policy in school and gives pupils advice on the kind of action that they could take if they are being bullied or see someone else being bullied anywhere in our school.

We will always take reports of bullying seriously and talk to pupils in confidence and in a sympathetic way.

We will deal with situations quickly, firmly and sensitively.

Pupils involved in bullying or threatening behaviour are supported in order to overcome their problems.

Throughout the school year information and raising awareness about bullying issues will be highlighted through – PSE, assemblies and RE.

Bullying issues are given a high profile in school which will remind pupils of the seriousness of bullying and will help encourage openness and so opportunities to disclose bullying incidents.

Each year we take part in national initiatives (Welsh Assembly anti-bullying week) to raise awareness of bullying in schools

During breaktime and lunchtime the SLT and staff supervise playground areas and the inside of school.

We regularly review our anti-bullying policy and pupils, through the school council, are able to comment and offer suggestions to try and improve our ways of dealing with bullies.

A school email address, [antib@llanfyllin.powys.sch.uk](mailto:antib@llanfyllin.powys.sch.uk) allows pupils to communicate with us both during school hours and from their homes.

## **SUPPORT FOR PARENTS**

Parents of incoming pupils are informed of school policy and procedures at the open evening each autumn and will be provided with a pamphlet to offer support to parents with bullying.

All parents are encouraged to view the anti-bullying policy on the school website or request a copy from the school office.

Incidents of bullying reported by parents are treated in the same way as those reported by pupils. They can also email the school via antib.

## **RESPONSIBILITY OF STAFF**

All teaching and non-teaching staff of the school will take responsibility for being familiar with the anti-bullying policy.

As adults within the school community we need to be aware of the indications of potential bullying and be alert to the signs that a pupil is being bullied.

We will put effort into fostering an environment where our pupils will feel supported and develop an atmosphere which allows them to report incidences of bullying.

We will always take reports of bullying seriously and listen to what pupils say. Initially this will mean listening to the victim, reassuring the victim and continuing to offer help, advice and support.

We will make sure that we are available to speak to pupils at a later date to find out if things have improved.

As staff we constantly confront inappropriate language whenever it is heard and be particularly alert to racist, sexist or other discriminatory behaviour.

Be punctual, thorough and reliable in our duty of supervision. This applies to lessons, break and lunchtimes.

Through in-service training as a staff we will adopt a consistent approach to tackling bullying.

## **ROLE OF GOVERNORS**

Be aware and approve of the school anti-bullying policy.

Support the school staff and ensure implementation of the policy.

Review and monitor the effectiveness of the policy on a regular basis.

## **HOW WILL BULLYING BE MONITORED?**

Staff should report all incidents of bullying to the Progress Manager who will record all incidents. This will give us an idea of who is regularly being unpleasant across the school. Records will be analysed each term by the Progress Managers and a member of SLT to see if action is needed against individuals.

## **WHAT ACTION WILL BE TAKEN IF A COMPLAINT HAS BEEN MADE?**

In responding to incidents of bullying all staff should take action when bullying is reported by:

- Taking action as soon as possible.
- Inform relevant Progress Manager who will take Lead Role.
- Progress Manager will interview individuals involved and gather as much information as possible.
- Making it clear to the bully that such behaviour is not acceptable
- Establishing whether or not the incident is part of a pattern
- Encouraging the bully to see the victims point of view
- Decide on a suitable punishment
- Explaining why a punishment is given
- Sharing information with other members of staff
- Progress Manager will contact parents of both parties if appropriate and again stress importance of gathering information

## **WHAT WILL HAPPEN TO BULLIES?**

Stage 1: Formal verbal warning and sanction.

Stage 2: Letter/ phone call home outlining the incident and the consequences of further such behaviour.

Stage 3: Disciplinary meeting (Progress Manager, Parents and pupil). Parents asked to support the school and work to correct their child's behaviour and formal sanction e.g. after school detention/ Internal Exclusions

Stage 4: Referral to SLT

Each stage and incident to be recorded by the Progress Manager. In serious incidents, some stages may be missed out.

## Anti-Bullying Code

Bullying is a wilful, conscious act intended to hurt another person and put them under stress over a sustained period of time.

- Bullying will not be tolerated in Ysgol Llanfyllin. It is not an acceptable part of growing up.
- Every pupil has the right to enjoy learning and leisure free from intimidation.
- Pupils should support each other by reporting all instances of bullying.
- Bullying is too important not to report.
- Reports of bullying will be taken seriously and appropriate action will be taken.

Not all incidents of quarrelling or fighting are bullying. Although such behaviour will be given its due attention, it is important to recognise the difference between single incidents and the sustained nature of bullying

### Advice for pupils

- **SHARE** any problems by telling someone - your parents/ carers, or any teacher, your friends, an older pupil, a 'Peer Supporter' or any staff.
- **WRITE** it down if you do not feel able to initially talk about your experience.
- **EMAIL antib** about it at [antib@llanfyllin.powys.sch.uk](mailto:antib@llanfyllin.powys.sch.uk) on the school email.
- **REMEMBER** the school will investigate claims of bullying but will do so in a sensitive way so those concerned are treated justly.
- **ELIMINATE** bullying by **REPORTING** incidents you see.
- **SUPPORT** those who experience bullying.
- **VALUE** the differences and diversity which exists in our school pupils.

**Don't stand by and watch - Report it**