



**YSGOL  
LLANFYLLIN**

# Anti-Bullying Policy

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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, Strategic Equality Plan and the Positive Behaviour Policy.

## **Anti-Bullying Code**

Bullying is a repeated, 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.

## **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.

## **Why do we need a policy on Bullying and Harassment?**

- ✓ persistent bullying and harassment can severely inhibit a child's ability to learn effectively or a member of staff's ability to do their job
- ✓ the negative effects of bullying and harassment can have an impact on a person for their entire life
- ✓ this school wishes to promote a secure and happy environment free from threat, harassment and any type of bullying behaviour, including racist and homophobic bullying

## **What is Bullying?**

The ***Action on Bullying report – June 2014*** states that using the Welsh Government's definition of bullying set out in 'Respecting Others: Anti-Bullying Overview (2011)'.

**There are many definitions of bullying, but most consider it to be:**

- ✓ deliberately hurtful (including aggression);
- ✓ repeated often over a period of time, while recognising that even a one-off incident can leave a learner traumatised and nervous of future recurrence;
- ✓ difficult for victims to defend themselves against.

## **Bullying can take many forms and is often motivated by:**

- ✓ a student's personal dislike for another
- ✓ race
- ✓ religion and culture
- ✓ special educational needs or disabilities
- ✓ appearance or health conditions
- ✓ sexual orientation
- ✓ sexism or bullying of a sexual nature
- ✓ being a young carer or looked-after child.

### **And**

- ✓ is normally deliberately hurtful
- ✓ may be repeated, or can be a single incident
- ✓ is difficult for the bullied person to defend against

## **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.

## **Types of Bullying**

<b>Type</b>	<b>Description</b>
Physical	Includes fighting, pushing, pinching, flicking, pulling hair, shoving, gesturing, standing over or invading someone's personal space, interfering with someone's personal property or making threats to do any of these things
Verbal	Includes name-calling, offensive language, putting people down behind their backs, picking on people because of appearance, disease or disability, making offensive or nuisance 'phone calls, spreading rumours, making threats
Sexual	Includes touching or brushing against another in a sexual manner, sexually oriented jokes, drawings of, or writing about, someone's body, using rude names or commenting about someone's morals, unwanted invitations of a sexual nature, offensive questions about someone's body and/or someone's private life or encouraging or making others do so.
Exclusionary	Leaving people out of activities on purpose, ignoring someone's presence, and not allowing them to join a group.
Discriminatory	Includes bullying, harassment or unfair exclusion on grounds of race, nationality, sex / gender, disability, physical appearance, relationships and friendships. <b>Racist bullying</b> is defined as: 'A range of hurtful behaviours, both physical and psychological, that makes a person feel unwelcome, marginalised, excluded, powerless or worthless because of their colour, ethnicity, culture, faith, community, national status.' A racist incident does not necessarily constitute racist bullying. <b>Homophobic bullying</b> occurs where there is prejudice against lesbian, gay or bisexual people. It is a form of bullying that is particularly likely to remain secret as the victim may not wish to discuss his or her sexuality,

Visual	Includes offensive notes, emails, SMS messages, inappropriate use of photographs, graffiti, drawings, and posters.
Cyber Bullying	Includes the use of electronic media eg mobile phones and computers to slander, defame, spread rumours, tease, provide unwanted attention, harass and cause discomfort. Often there is potential for such electronic communication to be spread widely, and a permanent record of the bullying is likely to exist. Under certain circumstances (such as harassment and making threats) cyber bullying is a criminal activity and is illegal.
Indirect	Spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, sending malicious emails or text messages etc.

### **Responses and Support to Victims of Bullying and Harassment**

The school will offer a proactive, sympathetic and supportive response to children who are the victims of bullying and harassment. The exact nature of the response will be determined by the particular child's individual needs and may include:

- ✓ immediate action to stop the incident and secure the child's safety
- ✓ positive reinforcement that reporting the incident was the correct thing to do
- ✓ reassurance that the victim is not responsible for the behaviour of the bully
- ✓ strategies to prevent further incidents
- ✓ sympathy and empathy
- ✓ counselling
- ✓ assertiveness training
- ✓ extra supervision/monitoring
- ✓ creation of a support group
- ✓ peer mediation/peer mentoring
- ✓ informing/involving parents
- ✓ adult mediation between the perpetrator and the victim (provided this does not increase the victim's vulnerability)
- ✓ arrangements to monitor and review progress.

### **Responses to Students Who Exhibit Bullying Behaviour**

Ysgol Llanfyllin takes bullying behaviour very seriously and will adopt a supportive, pragmatic, problem-solving approach to enable bullies to behave in a more acceptable way.

We will respond to incidents of bullying behaviour in a proportionate way – the more serious the cause for concern the more serious the response. When sanctions are felt to be necessary they will be applied consistently and fairly and the behaviour policy will be referred to.

- ✓ 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/ RESET
- ✓ Stage 4: Referral to SLT for increased sanction

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

### **How will bullying be monitored?**

Staff should report all incidents of bullying to the Progress Manager who will record all incidents via Class Charts. 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.

### **Monitoring Arrangements**

This policy will be evaluated annually and updated where necessary. The views of pupils and staff will be used to make changes and improvements to the policy on an ongoing basis.