

*Aspire, Apply, Achieve*



## MAES Y LLAN COUNTY PRIMARY SCHOOL

### ANTI BULLYING POLICY

#### Definition

NSPCC ~ *Bullying is behaviour that hurts someone else. It includes name calling, hitting, pushing, spreading rumours, threatening or undermining someone. It can happen anywhere – at school, at home or online. It's usually repeated over a long period of time and can hurt a child both physically and emotionally.*

At times we may use the word 'bullying' to mean any sort of unpleasant actions, but most people consider bullying to be deliberately hurtful and is often repeated over a period of time.

*'Bullying is aggressive or insulting behaviour by an individual or group, often repeated over a period of time, that intentionally hurts or harms.'* (Tackling Bullying in Schools: A Survey of Effective Practice – Estyn 2006) However, it is important to note that one off incidents can also leave children shocked and upset.

At Maes y Llan, staff and children work together to create a happy, caring learning environment. Bullying, either verbal, physical or indirect will not be tolerated. It is everyone's responsibility to aim to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

Bullying can be brought to the attention of staff either by the victim(s), their friend(s), their parent(s) or other interested people. All instances of bullying will be investigated.

## **Strategy for dealing with bullying**

The following is a list of actions available to staff.

The emphasis is always on a caring, listening approach as bullies are often victims too or they have suffered at some stage themselves also.

- Discussions at length with the victim. This will require patience and understanding. Remember – Listen, believe, act
- Identify the bully/bullies. Obtain witnesses if possible. Advise the Deputy Headteacher and/or Headteacher.
- Discussions with the bully. Confront them with the details and ask them to speak openly and honestly about the alleged situation/incident(s). Make it clear that bullying is not acceptable at Ysgol Maes y Llan.
- If they own up, then follow the procedure outlined below and in the Discipline Policy.
- If it appears that they may not be telling or truth or not sharing all details, continue with the procedure. Share witness statements that have been gathered, protecting anonymity of other pupils.
- Separate discussions with parents of bully and victim.
- Sanctions for the bully may include withdrawal from favoured activities, loss of playtimes, exclusion from school during lunchtimes/break times, exclusion from school, depending on the perceived severity of the incident(s).
- Continue monitoring the situation by observing at playtimes/lunchtimes and having discussions with victim to ensure no repetition.
- As the behaviour of the bully (hopefully) improves, then favoured activities etc. can be reinstated, and the child should be praised for good behaviour. This will rebuild the child's self-esteem, which may have been damaged after being caught bullying, or could have been low anyway, hence the bullying.

In order to identify incidents of bullying and the identities of bullies, at Ysgol Maes y Llan, we have agreed to carry out the following strategies:

- All staff watch for early signs of distress in pupils
- All staff listen, believe, act
- On the playground, there are 'Buddies' – year 5 pupils that are first contacts for children during break times who may be encountering problems. This does not replace the adult presence on the playground, merely providing an alternative option for the child who may not want to speak to an adult. However, this will not replace the adult who would be the ones who deal with any incident of bullying.
- Posters in school advertising these measures and dissuading children from bullying.
- The Childline telephone number to be displayed clearly in school.

## **Guidance for Pupils**

When someone is being bullied or in distress, watching and doing nothing does not help and may even suggest support for the bullying. You should take action which may include:

- Telling an adult immediately.
- Childline telephone number is displayed throughout school and on the school yard notice board.
- Always trying to play with other children – excluding them or not allowing them to play in your group can be hurtful.
- Not “hitting back” or joining in the same behaviour. This will only make matters worse and may result in you being accused of bullying.
- Not repeating unpleasant thing and threats you may hear from someone else.

## **Guidance for Parents**

- Watch for any signs of distress in your child; for example an unwillingness to attend school or a pattern of illness. Other signs might be: missing equipment, requests for extra money, bruises or damaged property.
- Also, watch out for your child bringing home ‘gifts’, items you have not provided money for etc.
- Take an active interest in your child’s social life and discuss friendships, the journey to and from school and any problems they may have.
- Take an interest in your child’s use of social media and mobile telephone.
- With the school, decide methods of dealing with any problems or concerns that may arise.
- Make your child aware of the support they can or are receiving.
- Do not encourage your child to hit back or retaliate. It will only make matters worse. Try to encourage your child to walk away and report the incident to an adult ASAP.
- Inform the school at once if you think your child is behaving in a different or unusual way, and ask for a meeting with an appropriate member of staff.