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YSGOL
TREFFYNNON

Respecting Others Policy Anti-Bullying

Reviewed by: Wellbeing Committee

Version: 2

Last Reviewed: 3rd March 2014

Reviewed on: 6th October 2015

Adopted by FGB on: 8th December 2015

Signed by:

(Chair of Governors)

Next Review: 8th December 2016

Introduction

Ysgol Treffynnon is committed to promoting and maintaining an ethos of mutual respect and understanding. The school seeks to provide a caring, friendly and safe environment for all so that learning, teaching and the performance of duties can happen in a relaxed and secure atmosphere. Bullying of any kind is unacceptable and anyone who is aware that it is happening should report incidents and know that prompt and effective action will be taken.

Definition of bullying

Bullying is persistent unwelcome behaviour with the intention of inflicting harm or distress on another person.

Bullying can be:

- **Cyber** Email, Facebook, Twitter & internet chat room misuse, mobile phone texting, messaging & phone call misuse, the misuse of associated technology (i.e. camera & video facilities)
- **Emotional** being unfriendly, excluding individuals, tormenting (e.g. hiding books, threatening gestures, ridiculing)
- **Homophobic** because of, or focussing on, the issue of sexuality
- **Physical** the use of violence (i.e. pushing, kicking, tripping, punching)
- **Racist** racial taunts, graffiti, gestures, comments
- **Sexual** unwanted physical contact or sexually abusive comments
- **Verbal** name-calling, sarcasm, spreading rumours, teasing, upsetting references to physical disabilities

1. The Policy

Ysgol Treffynnon will not tolerate bullying and it is the policy of the school to promote and maintain a safe, caring and supportive school environment that is free from all forms of bullying as they are outlined above.

2. Aims of the Policy

This policy aims to:

- ensure all Governors, teaching and non-teaching staff, children and parents have a

This policy seeks to outline the school's approach to instances of bullying. It provides guidance to teachers while communicating its expectations to all members of the school community.

common understanding of bullying as defined in this policy

- promote a consistency of approach in addressing instances of bullying
- inform children and parents of the school's position on bullying and what they can expect to happen if bullying arises
- assure parents and children that they will be supported when bullying is reported
- clearly communicate that bullying will not be tolerated at Ysgol Treffynnon

3. Equality

Ysgol Treffynnon is committed to ensuring equality of support and provision for all members of the school community and this policy represents part of its contribution to the General Duties under the Equality Act 2010 to '...foster good relations between people who share protected characteristics and those who do not'. The school is determined that all pupils who exhibit unacceptable behaviours, are supported to manage their behaviours so that they may participate fully in the life of the school as far as is practicable for a mainstream school. Where the nature of any unacceptable pupil behaviour significantly and persistently impacts the learning, teaching or safety of other members of the school community, the school will seek to identify and secure alternative educational provision best suited to the needs of the individual pupil concerned.

4. Potential signs of bullying

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
- doesn't want to go on the school/public bus
- does not want to walk to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- attempts or threatens suicide or runs away
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money, more money or starts stealing money
- frequently claims their dinner or other monies are lost
- has unexplained cuts or bruises
- comes home hungry (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
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

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

5. Procedures

Incidents

- All suspected bullying incidents should be reported. This can be done verbally or through the automated 'Text Now' reporting system, which will be managed by the behaviour HLTA.
- All incidents of bullying will be investigated using the '*Flintshire Anti-bullying Incident Form*' (available in the school's network library area) and recorded in the school's SIMs 'Interventions' log.
- After the incident has been fully investigated and actions taken, the incident should be reviewed using the '*Flintshire Review of bullying incident form*' (available in the school's network library area) and recorded in the school's SIMs 'Interventions' log.
- In all cases involving pupils, the parent/s of both the victim and the bully, should be informed and may be asked to come in to a meeting to discuss the problem.
- If necessary, the school may consult their police liaison officer.
- Parents should be advised that they have the right to involve the police.
- Reports of bullying or threats of bullying must be investigated quickly by the KSL/AKSL (evidence to be gathered with the support of the Behaviour TAs) so that the bullying may be stopped quickly.
- An attempt should be made to help the bully (or bullies) to change their behaviour, through use of the school's REACH Programme, or through the LA provided Time for Change Programme, and/or with the support of the LA Behaviour Support Service.
- Where possible, and if appropriate, an attempt should be made by the KSL/AKSL to reconcile the children involved (i.e. through a restorative justice session).

Outcomes

- All victims feel safe from further threats, or potential new threats.
- The bully or bullies will be expected to make a genuine apology and supported to cease their unacceptable behaviour.
- If possible the children involved will be reconciled.
- In serious cases or when evidence suggests prolonged bullying, exclusions or even permanent exclusion will be considered.
- After the incident/incidents have been investigated and dealt with, each case will be monitored by the KSL/AKSL to ensure repeated bullying does not take place.

Prevention

The school's PSE programme, DACW and assembly themes should address issues of bullying. Activities may include:

- participating in discussions about bullying and why it matters
- writing stories or poems or drawing pictures & posters about bullying
- reading stories about bullying or having them read to a class or assembly
- watching video clips aimed at sharing the consequences of bullying

6. Cyberbullying

Ysgol Treffynnon recognises the specific, serious and damaging nature of Cyberbullying. The school views the use of social networking, text messaging and other electronic communication services to publically or privately, humiliate or intimidate, another as a serious case of bullying. This applies to misuse by pupils, school staff or parents (see School Code of Conduct for Parents) and may refer any such incident to the Police. The school will seek, where practicable, to resolve and prevent all incidents of Cyberbullying in line with its legal obligations as stated in the Education and Inspections Act 2006.

Legal obligations, strategies and guidance are provided in the Welsh Assembly Guidance document No: 057/2011, 'Respecting others: Cyberbullying', September 2011.

Help Organisations

Childline	www.childline.org.uk
Bullying Online	www.bullying.co.uk
Kidscape	www.kidscape.org.uk