

Policy Statement on the Prevention of Bullying

Definition: *“Bullying is the deliberate intention to repeatedly threaten, frighten, intimidate or hurt someone else.”*

Within our school we believe that every child has the right to enjoy and benefit from all the learning experiences provided. One of the most important aspects of school life is to teach children to work together and to play together, within a safe and secure environment. In order to secure such an environment the school must set out to be a listening, caring and telling school. It is important that all children feel secure enough to discuss all their problems with any adult in a position of responsibility. They must feel that their worries and concerns are taken seriously and that appropriate action would be taken.

To this end, it is recognised that the school’s policy towards bullying is communicated regularly to all staff, including ancillary staff, governors, parents and pupils.

Objectives:

- The school will set out to make it clearly understood that bullying is a totally unacceptable form of behaviour and that the school will react positively and immediately to any reports of bullying behaviour.
- The children need to understand clearly what is involved – that they should communicate with adults in charge immediately incidents occur. They need to feel secure that they will be listened to, that enquiries will be made and that action will be taken.
- Everyone in the school needs to be aware of the different types of behaviour that could constitute bullying, from the aggressive, physical bullying to the verbal and to the silent bullying, by such means as ignoring or excluding individuals.
- Staff need to be aware of children who are isolated from others as they are vulnerable to bullying behaviour. Efforts should be made to improve their self-image by, for example, sensitive grouping of children, choosing of teams for games and sport and choosing of leaders for team events or group activities.

Action Taken:

If bullying does occur, the following action will be taken:

- The class teacher, Headteacher or Deputy Headteacher, must deal with complaints promptly. Where a complaint is received during class time, the class teacher must take appropriate action. This may involve:
 - Investigating the incident further, or
 - Referring the incident to the Headteacher or Deputy.

All appropriate staff will be fully informed of the incident and the action taken. Often, the fact that the bullying has been discovered may lead to its being stopped.

- Complaints passed on, either by children or parents, will be investigated promptly and positively, a concern form will be completed and passed to the Headteacher and appropriate staff and parents kept fully informed.
- Bullies will be brought to task and be aware of the anti-social nature of their behaviour, and to the effect this has on the child. They will also be expected to apologise to the child. Opportunities will be offered for the child to be counseled, where appropriate. This may include peer support or alternative follow-up support.
- Where the bullying is seen to be one factor in a more complex pattern of behaviour, with degrees of guilt on all sides, then a 'no blame' approach could be adopted as a means of dealing with the situation.
- Punishment will be through the withdrawal of privileges or loss of break / Golden Time. Should bullying behaviour continue after punishment, then further action will be considered.
- Children should be confident that the school will make every effort to protect them from bullying so any incidents, once reported and dealt with, will be monitored and reviewed. All reported incidents would be dealt with sensitively and in confidence, where possible.
- Parents will be informed if bullying is suspected so that the parents of both the child and the bully are involved, aware of the school's policy and are given the opportunity to reinforce the school's attempts to alter the behaviour.
- The school ethos will reinforce suitable modes of behaviour. Children will be made to understand through stories, Circle Time, class discussions, drama, etc., that bullying is cruel and unacceptable and that everyone in the school, adults and children, has an obligation to behave in an appropriate manner. They will also be constantly reminded of their responsibilities in ensuring the safety, well-being and peace of mind of all the school.
- Our PHSE Policy will also involve pupils in developing good social skills and should highlight the types of behaviour that are appropriate and inappropriate in our school society and in society generally.
- During school assemblies, the pupils are often reminded of the acceptable code of conduct for the school and assembly themes often emphasise the need to respect, tolerate and appreciate others as individuals.

Mr J Williams and Mrs L Bull produced this policy, in consultation with pupils, staff and governors. It also acknowledges the excellent work done by the Buckley and Mynydd Isa Consortium of Schools.

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Chair of Governors

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Date of Acceptance

To be reviewed in Spring 2016