



Respect, respond, be brave, rejoice!

Parchwch, ymatebwch, byddwch ddewr, llawenhewch!

Policy for Anti Bullying

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At Ysgol yr Esgob, we aim to create the best conditions possible for every child to succeed by developing self-esteem, confidence and a true feeling of self-worth.

We offer a safe, caring, Christian environment where children flourish both academically and creatively, through a varied and stimulating curriculum.

We aim to nurture respect involving self, each other, belongings and the environment.

We support staff, parents, carers and governors to participate actively in the children's learning and the life of the school.

We develop skills and knowledge and aim to inspire a love of learning so that all our children many develop as independent and collaborative lifelong learners.

We give staff job satisfaction and the opportunity for career development, sharing expertise throughout the school and wider community.

Through strong links with those in our community, we aim to help children to appreciate the importance of their contribution, develop a sense of citizenship and a healthy lifestyle.

We aim to develop an understanding and respect for other races, cultures, gender, people with disabilities, religions and associated points of view.

We aim to develop pride in our Welsh heritage and culture.

We aim to help children recognise their roles and responsibilities in the care of the environment.

WHAT IS BULLYING?

Bullying is persistent and spiteful behaviour by one child (or a group of children) against another.

It is typically:

- premeditated and deliberate
- designed to cause hurt
- unprovoked and repeated over time
- delivered from a perceived position of power
- physical
- psychological
- verbal
- visual (cyber bullying via email, social media or via mobile phones)

It can be manifested in a variety of ways, e.g.,

- demanding money and making threats
- spreading rumours, teasing, social exclusion, etc.

When incidents are isolated and not repetitive bullying **is not**:

- Falling out with friends
- Having an argument where children call each other names
- Children pushing each other
- Children making faces at each other
- Children just being unkind to each other

Children have been taught that bullying is “Several Times On Purpose” or “STOP” This has helped them to understand the term so that they do not use it unnecessarily. Teachers clearly communicate whether they think bullying is taking place or not.

SCHOOL POLICY:

The secure and caring environment created at Ysgol yr Esgob and the general atmosphere within the school actively discourages bullying. Being a small school every child is very well known and has a sense of place. We aim to create a climate where children can talk about their feelings and feel able to tell someone if they, or someone else, is being bullied.

The content of this Policy is well communicated throughout the school to ensure mutual expectations and consistency of practice. Regular whole school assemblies based on bullying, class discussions, the sharing of problems, helps to raise the awareness of what bullying is and what would happen if bullying takes place. School also hold an annual Anti Bullying week that includes Safer Internet Day, to maintain the awareness of pupils.

Staff will deal effectively and quickly with any complaint, working within the remit of this policy. Every incident is different.

How to Respond to a Report of Bullying.

Responses towards the person bullied:

- Take any report or incident seriously.
- Take action as quickly as possible.
- Assess the incident; is it part of a series of incidents putting the person under stress?
- Reassure the person who is being bullied.
- Report to the Head teacher.
- Head or teacher to investigate the situation. Talk to pupils individually or in small groups. Cross check opinions/facts. Collect information and record and date what was said in behaviour log.
- After discussion with the Head teacher report to both parents. Record and date outcomes in behaviour log.

Any report of bullying needs to be recorded in the Behaviour Log book kept in classrooms. This is then reported to Governors via the Head teacher's report.

How to Respond to the Person/People who has/have bullied.

- Make it clear why the behaviour is unacceptable
- Discuss the behaviour and help them to see why
- Discuss consequences with Headteacher/team around the child to make a decision
- Discuss consequences with pupil
- Carry out consequences
- Headteacher will decide who should inform parents
- Record and date the incident in the Behaviour Log Book in the Headteacher's office
- Record and date outcome of discussion with parents.

Consequences:

- Immediate checking of behaviour, removal from situation (if applicable)
- Discussion with parents over the phone or meet with parents and child to discuss behaviour.
- Write a letter to the person who was bullied
- Loss of privileges (playtimes, digital leader responsibility, representing the school in sports, after-school activities – as appropriate)
- Fixed term exclusion from school (Headteacher to make judgement. If bullying has been persistent and the evidence deems this as necessary)
- Permanent exclusion from school (in highly extreme circumstances, normally attached to other severe behaviour issues)

Pupils on Behaviour Plan

Consequences will have been discussed as part of the plan. How teachers deal with consequences may vary in accordance with the behaviour plan and the needs of the child.

Signed.....*Freya Catt*..... Chair of Governors

Signed*Emma O'Neill*.....*7/11/23*.....Headteacher

Review Date: 2024