

# Ysgol Hiraddug



Anti-Bullying Policy  
2017- 2018

## Ysgol Hiraddug Anti - Bullying Policy

This policy has been prepared by the staff and governors of Ysgol Hiraddug with reference to The NAW Circular 23/2003 (Anti Bullying Guidance)

**We believe that an active Anti-Bullying Policy helps reinforce a positive and caring ethos, where individuals are respected and feel secure in a way which enhances their social/academic development.**

### **Statement of Intent**

The aims and objectives in formulating this statement are :

- To reduce and eradicate wherever possible instances in which pupils are subjected to bullying in any form.
- To establish appropriate means of providing after-care should an incident of bullying occur.
- To ensure that all pupils and staff are aware of the existence of this policy and fulfil their obligations to it.
- To meet any legal obligations which rest with the school.

The ultimate aim should be to provide a learning environment free of any threat or fear, thus being conducive to the attainment of individual aspirations. One of our guiding principles is that everyone at Ysgol Hiraddug will be encouraged to respect and care for each other.

### **Definition of Bullying**

We believe that bullying is a willful, conscious desire to hurt, threaten or frighten someone by one or more people. This can be physical or verbal and includes repeated hitting, name -calling, hurtful teasing, ostracising, spreading malicious rumours as well as racial and sexual harassment. It can also include threatening gestures and looks. Bullying produces damaging, hurtful effects, physically or emotionally to any individual.

### **Children's definitions of bullying:**

- A bully is a person who makes life hard for others by deliberately picking on them for no reason;
- Bullying happens not just once but many times;
- It can be hitting, kicking, hair pulling and other things that hurt the body;
- It can be spreading rumours, name calling or threats that hurt you inside and make you feel afraid. Bullying is nasty;

*(See Respecting Others or Denbighshire Anti-Bullying Guidance)*

But we believe that behaviour that causes distress but is not intended to do so, or when two people have the odd argument or quarrel is **not** bullying, but is rather part of the growing up and establishing friendships and relationships process.

### **Key Principles and Values**

The key principles are found in the 'UN Convention on the Rights of the Child...

The values and beliefs underlying this Policy may be considered in the context of the following statements:

- All bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify it.
- All children/young people deserve to receive their education free from humiliation, oppression and abuse. Every person who is a part of this school has a responsibility to take action to care for each other;
- The School recognises the detrimental effect on pupils and staff who may be subjected to bullying and will work actively to minimise the risks.

- Victims of bullying will be treated in a supportive manner rather than being regarded as a burden to staff and peer groups.
- The harmful effect on pupil performance as a result of bullying is recognised and the School is committed to combating bullying.
- The use of the internet to damage the good name of others or comments posted to deliberately upset is regarded as bullying, just as face to face interaction might be. This applies to adults as well as pupils.

### **Action to Combat Bullying**

Among the activities which the School will establish and maintain in an effort to combat bullying are:

- Sanctions against perpetrators in accordance with the School's Behaviour and Discipline Policy.
- Allocation of specific roles and responsibilities, both at staff and pupil level, in order that incidents may be detected, behaviour monitored and appropriate after-care delivered.
- The recording of incidents in the staff's 'Daily Dealings' books, to be periodically reviewed and reported.
- Communication of the Policy and periodic update, in order to ensure that staff, pupils and parents are aware of the Policy and also of their individual responsibilities.
- Regular examination of preventative measures, such as alterations to the School's environment, procedures and practices, in an effort to reduce the risks of bullying occurring. This will include ensuring that the children are fully supervised at all times so that an adult is always within sight and reach.
- Ensuring that the lines of communications between people - staff, pupils and parents - are open, so that current issues with regard to bullying can be discussed as and when required.
- The use of elements of the School's PSE procedures to discuss the issue of bullying.
- The establishment of a Buddy scheme of using the older children to provide support and to monitor playground behaviour.
- Use the school awards scheme to publicly acknowledge acts of respect and concern for others
- The school has an Anti-bullying log (Appendix 1) kept in the staff room where incidents of bullying are recorded
- Reports of the number of incidents are reported to the LEA

### **Working Together - Shared Responsibilities**

There are practical approaches for parents, pupils, governors, teaching staff and support staff as follows:

#### **Parents need to:**

- Contact school if you are aware or suspect bullying is taking place;
- Encourage your children NOT to be aggressive with each other;
- Support the school if further action is taken.
- Actively endorse and support the School's Code of Conduct and the Behaviour and Discipline Policy.

#### **Pupils need to:**

- Tell someone and trust staff to take action; we encourage our School to be a 'telling' School
- Be aware of rewards and sanctions in school;
- Not stand by and do nothing or laugh when bullying is taking place;
- Try to be helpful and kind to other people at all times;
- Accept sanctions if found bullying

#### **Governors need to:**

- Understand and know about the policy;
- Support staff in implementing the policy
- Take an active role in the review and maintenance of the policy

## **Teaching and support staff need to:**

- Be prepared to find time to listen to children and take them seriously;
- Look out for possible bullying behaviour and be aware of bullying hotspots;
- Establish routine opportunities for children to talk about bullying;
- Include teaching about positive behaviour throughout the curriculum;
- Implement whole school policy on rewards and sanctions;
- Ensure reporting procedures are clear;
- Examine our own behaviour to ensure we are not bullying pupils, colleagues or parents;
- Ensure everything we do gives the message “Bullying is not O.K.”
- Encourage collective responsibility for ownership of the problem.

Ultimate responsibility for the introduction and implementation will rest with the Headteacher. However, it is important to remember that all staff, pupils and parents have an active part to play, both in the evolution, development and maintenance of this Policy.

## **I Spy Network**

The school is part of an anti bullying Professional Learning Community whose remit is to develop a common anti-bullying approach across the Prestatyn area both within schools and in the wider community.

## **Cyber Bullying**

Online bullying is becoming an increasing problem in the community. We will attempt to combat this by:

- Discussing the problem as part of our E safety programme
- To remind children that social network sites are not appropriate for primary age children
- To hold a parents information session
- To request that staff make no reference to children, colleagues or the school on Social media and to sign a declaration accordingly
- To ask our community police officer to conduct anti-cyber bullying workshops

## **Adults**

### **Dignity at work – Anti bullying and Harassment**

#### **Policy Statement**

Ysgol Hiraddug strives towards being a fair and equitable employer who will resolve any Bullying and Harassment as quickly and fairly as possible

This policy ensures that the school has fair and effective arrangements for dealing with Bullying and Harassment.

The Governing Body of Ysgol Hiraddug are committed to creating a positive and safe working environment for its staff in line with its core values. Everyone has the right to be treated with respect and dignity in the workplace, irrespective of their level, status or position within the organisation. Any member of staff who believes that they are not being treated with respect in accordance with this policy statement, has the right to challenge such behaviour and/or to raise a complaint. Staff are encouraged to challenge unacceptable behaviour.

Bullying and Harassment will not be tolerated. All allegations will be treated seriously and sensitively. They will be investigated promptly and a speedy resolution sought. Appropriate action, which may include disciplinary action, will be taken where an allegation of bullying and harassment has been upheld. Confidentiality will be maintained throughout the process.

Incidents should be reported to the Head Teacher, Deputy Head teacher or Chair of Governors.  
(See the full Dignity at Work Policy)

**Appendix 1 Anti Bullying Log**

Date \_\_\_\_\_ Recorded by

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**Children Involved**

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**Details**

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**Action Taken**

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Date \_\_\_\_\_ Recorded by

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**Children Involved**

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**Details**

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**Action Taken**

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Date \_\_\_\_\_ Recorded by \_\_\_\_\_

Children Involved

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Details \_\_\_\_\_

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Action Taken

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