



Hendrefoilan Primary School

Anti Bullying Policy

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POLICY FOR DEALING WITH BULLYING

Introduction

Every child should be able to learn in a bully-free environment. All children should feel confident that when coming to school they can spend the day in a place where everyone works together to support each other. When bullying does occur, children and parents should feel confident to report the behaviour secure in the knowledge that the report will be taken seriously and dealt with appropriately.

What is bullying – some definitions:

“Bullying involves aggressive dominance of one pupil by another or a group of others. Bullying is premeditated and usually forms a pattern of behaviour rather than an isolated incident. The fact that incidents are not reported to staff does not mean that they are not happening” – Welsh Office Circular: Guidance on School Attendance, Behaviour and Discipline, 1999.

SEAL (Social and Emotional Aspects of Learning) further defines that bullying:

- Goes on for a while, or happens regularly;
- Is deliberate – the other person wants to hurt, humiliate or harm the target;
- Involves someone (or several people) who are stronger in some way than the person being bullied. The person doing the bullying has more power; they are older; they are stronger; there are more of them; they have some “hold” over the target (e.g. they know a “secret” about them).

Bullying can be:

- Emotional – excluding, tormenting, humiliating, ridiculing, ignoring;
- Physical – pushing, kicking, hitting, violence, taking of and damaging belongings;
- Racist – taunts, graffiti, gestures, physical violence, mocking;
- Sexual – unwanted physical contact or comments of an unwelcome sexual nature;
- Verbal – name calling, sarcasm, spreading rumours and persistent taunting;
- Homophobic – name calling, making offensive comments;
- Cyber – harassment, alarm, distress or humiliation that uses internet-related and telephone technology.

Research has shown, repeatedly, that the extent of bullying in schools can be greatly underestimated. Bullying may be brought to the attention of any member of staff by the victim(s), their friend(s), their parent(s) or other interested people.

Staff, parents and children at Hendrefoilan Primary School seek to work together to create a happy, caring and safe learning environment. We frequently seek the views of staff, parents and pupils when reviewing and revising this policy. Bullying, whether verbal, physical or indirect, is not tolerated. It is everyone’s responsibility to try to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

Although bullying in this school may be rare the school always acts swiftly with a process of investigation, communication and action. Bullies will not be tolerated.

Our Aims

- To provide a safe, caring environment for the whole school community, especially the children in our care.
- To instil in children that bullying is unacceptable and that reports of bullying will be taken seriously, recorded and acted upon.
- To reassure children that they will be listened to and will know that it is all right to tell.
- To heed parents and keep them informed of actions taken in response to a complaint.
- A full investigation will follow any report of bullying with detailed records kept of incidents, reports and complaints.
- To take appropriate action, including exclusion in cases of severe bullying.
- To monitor incidents of bullying during the school year by all teachers.

Strategy for Dealing with Bullying

In dealing with bullying, the staff at Hendrefoilan Primary School should always follow these fundamental guidelines:

- Never ignore suspected bullying;
- Do not make premature assumptions;
- Listen carefully to all accounts – several pupils with the same version does not mean they are telling the truth;
- Adopt a problem-solving approach that moves pupils forward from self-justification;
- Follow up proven cases to check bullying has not returned;
- Keep detailed records.

Strategies have been introduced at Hendrefoilan Primary School to reduce bullying. These strategies cover raising awareness about bullying and the Anti-Bullying Policy, increased understanding for victims and teaching pupils how to manage relationships in a constructive way. Staff should apply one or more of the strategies below, depending on the perceived seriousness of the situation. The emphasis should always be one of showing a caring and listening approach.

- In response to a complaint of bullying, the discipline procedures of Hendrefoilan Primary School should be followed, with staff making a full investigation, keeping detailed records and applying sanctions as necessary.
- The procedures should be followed by the Headteacher or a member of the senior management team.
- Discuss the nature of the bullying with the 'victim' at length, recording all the facts. This will require patience and understanding.
- Identify the bully/bullies and any witnesses.
- Interview witnesses.
- Discuss the incident(s) with the alleged bully/ies. Confront them with the allegations and ask them to tell the truth about the situation/incident. Make it clear that this is only an investigation at this stage.
- If the bully owns up, make it understood that bullying is not acceptable at Hendrefoilan Primary School and what effect it has on the education of the victim and the rest of the children in the class/school. Apply sanctions relevant to the type of bullying.
- If the allegation of bullying is denied, investigate further. If there is sufficient evidence that the bullying occurred, apply relevant sanctions.
- Hold separate discussions with parents of bully and victim.
- A clear expectation of parent support if their child is identified as someone who is bullying.

Sanctions for the bully may include:

- Withdrawal from favoured activities, for example school visit;
- Working outside the classroom away from the class group;
- Loss of break times for decided period of time;

- Barred from school during lunchtimes for decided period of time;
- fixed period of exclusion from school;
- Provision of support for the victim with a mentor monitoring and observing at break times and lunchtimes, and through discussion to make sure there is no repetition;
- Provision of a Pastoral Support Programme for the bully. This will include a Behaviour Support Programme and opportunities in P4C, Circle Time or groups for the children to discuss relationships, feelings and the effect bullying can have on individuals. A mentor person will support the child during this programme.

In order to reduce incidents of bullying and recognise bullies, at Hendrefoilan Primary school, all staff watch for early signs of distress in pupils. We listen, believe and act.

The following may be signs that a person is being bullied. The person experiencing bullying might be:

- Frightened or unwilling to come to school;
- Absent from school more than usual;
- Withdrawn and anxious;
- Starting to stammer;
- Running away from school;
- Crying at night or having nightmares;
- Performing less well at school;
- Coming home with damaged belongings or possessions going missing;
- Asking for money or stealing money;
- Losing money on a regular basis;
- Suffering from unexpected cuts and bruises;
- Becoming more aggressive and bullying others;
- Losing appetite or complaining of being hungry.

Of course, there may be other reasons for this type of behaviour but bullying is always a possible cause.

Bullying off the School Premises

Hendrefoilan Primary School is not directly responsible for bullying off the school premises; however, if both the victim and the bully are from Hendrefoilan Primary School, action may be taken as if the incident had occurred within the school, and this includes informing parents.

Where possible, Hendrefoilan Primary School will support pupils who have been bullied, especially on their way to or from school, by pupils from another school or by other persons.

The following steps should be taken:

- Talk to the pupil(s) and parents involved from the other school;
- Talk to the Head Teacher of another school whose pupils are bullying off school premises;
- Talk to the Police about problems on the local streets;
- Talk to pupils about how to avoid or handle bullying situations.

Bullying Directed Towards Race, Gender, Sexual Orientation or Disability

Hendrefoilan Primary School will not tolerate bullying against anyone because of his or her race, gender, sexual orientation or disability. The school will take preventative action to reduce the likelihood of bullying incidents of this nature occurring. Stereotypical views are challenged and pupils learn to appreciate and view positively differences in others, whether arising from race, gender, ability or disability.

Racial Bullying/Harassment

Racial bullying will not be tolerated in Hendrefoilan Primary School and will be treated severely. If a child receives verbal abuse, physical threats or attacks, or if a pupil brings racist literature into school, incites others to behave in a racist way or writes racist insults, the strategies in the Policy for Education for Ethnic Diversity will be implemented.

A full investigation will be carried out, recording incidents in a separate incident book and on Swansea LEA forms. Hendrefoilan Primary School has a duty to develop children's understanding of ethnic diversity issues and explore racial tolerance in PSHE and Citizenship lessons and in Religious Education lessons.

Hendrefoilan Primary School guarantees confidentiality and support for those being bullied. Racial incidents are reported to the Governing Body and LEA as required.

Sexual Bullying

Sexual bullying has an impact on both genders. A sexual assault will lead to the exclusion of the perpetrator from Hendrefoilan Primary school. Sexual bullying is characterised by abusive name-calling, comments about appearance, attractiveness and emerging puberty, inappropriate and uninvited touching, sexual innuendoes and propositions (i.e. sexual harassment), and, in its extreme form, sexual assault or rape.

Hendrefoilan Primary School's strategies to deal with sexual bullying include:

- Recording incidents in a separate incident book;
- Developing understanding of gender relations;
- Exploring sexism and sexual bullying in PSHE lessons;
- Using single-sex groups to discuss sensitive issues;
- Ensuring the school site is well supervised, especially in areas where children might be vulnerable;
- Implementing appropriate discipline procedures as appropriate.

Sexual Orientation

Sexual bullying can also be related to sexual orientation. Children do not have to be homosexual or bi-sexual to experience such bullying.

Strategies to deal with such bullying include:

- Recording incidents in a separate incident book;
- Awareness by staff that homophobic bullying can occur;
- Challenging homophobic language and explore pupils' understanding – they might not understand the impact;
- Guaranteeing confidentiality and support for those being bullied;
- Implement discipline procedures if the bullying warrants it.

Additional Learning Needs (ALN) or Disabilities

Pupils with ALN or disabilities might not be able to articulate experiences as fluently as other children. However, they are often at greater risk of being bullied, both directly and indirectly, and usually about their specific disability.

We try to make classroom activities and lessons sensitive to ALN children's needs. We teach assertiveness and other social skills and teach victims to say 'No' or to get help. A named mentor/friend is appointed for the pupil to confide in.

If the bullying is serious, Hendrefoilan Primary School undertakes a full investigation, including a full discussion with witnesses, recording incidents in the incident book and contacting parents. Discipline procedures are implemented.

As part of our overarching aim for pupils to fulfil their full potential across the curriculum we will endeavour to ensure that all children are given the necessary support to access learning in this area in line with our strategic equality plan.

This Policy should be read with the school's:

- Child Protection and Safeguarding Policy
- Positive Behaviour Management Policy
- Health and Safety Policy
- Strategic Equality Policy and Action Plan

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