

# Cwmrhydyceirw Primary School

## Anti-Bullying Policy

Cwmrhydyceirw Primary School promotes good behaviour and discipline. Bullying is unacceptable.

### What is bullying?

- It is deliberately hurtful behaviour
- It is repeated over a period of time
- It is difficult sometimes for those being bullied to defend themselves

There are many forms of bullying. At Cwmrhydyceirw Primary School we identify these as:

<b>Direct</b>	name-calling, insulting & hurtful comments including sexual remarks,
<b>Verbal</b>	comments about looks, accent, families, race, etc.
<b>Indirect</b>	spreading nasty stories about someone, excluding someone from the peer
<b>Verbal</b>	group, writing hurtful comments, etc.
<b>Physical</b>	hitting, kicking, slapping, pulling hair, deliberately tripping someone, taking and
	hiding belongings, damaging coats, bikes, bags, etc.

### Who does it?

Bullying can happen in any situation and at any stage of our lives. Bullying is about reducing the freedom of others; not respecting another person's rights or space. It isn't right.

Bullying is not only a school issue — it is a whole community issue. Bullying is unacceptable between anyone. It goes against what a school is really about - which is to care for and value people.

As a school we recognise bullying can, and does, happen. We don't like it. It is unnecessary, unfair and unkind. We encourage all our pupils to speak openly and honestly about any incidents that they feel involve bullying whether they are the victim or not.

***We aim to follow up all reported incidents of bullying as soon as possible when a complaint is made.***

We investigate; we listen and enquire. We do it gently and carefully, working with people. Where proven we then seek to stop it.

Unfortunately some investigations can take along time. Verbal harassment can sometimes be

difficult to deal with and some bullying can have a long history. All members of the school have a responsibility to recognise bullying and to take action when they are aware of it happening.

### **Procedures for Dealing with Incidents of Bullying**

All staff should treat any report of bullying seriously and take action.

Staff should first listen to the student or students, and make such enquiries as may be necessary to clarify exactly what has been happening.

The children being bullied should be assured that they have acted correctly in reporting the bullying. This will be supported by school-wide messages on the issue.

### **Dealing with incidents of bullying**

If a member of staff becomes aware of an incident of bullying they should report it to the headteacher, who will consult with the member of staff to decide upon an appropriate course of action.

The first step will be to gain a clear understanding of exactly what has been happening. Once this has been done the aim of the intervention will be to stop the abuse. The most effective way this can happen is to ensure that the bully changes his or her behaviour. They are the cause of the damage and the first step must always be to stop their unsafe actions.

The child doing the bullying will be made to recognise that not only is their behaviour damaging the victim, but that the other people in the school do not like the behaviour. He/she will be removed from the classroom/playground environment where the bullying has occurred and will be clearly informed about why they are being 'excluded'. The 'offender' may be asked to write a letter home explaining why he/she has been isolated, as a useful way of checking if they understand the reasons clearly.

The victim will be told that we are relieved that the behaviour is 'out in the open' and that it can now be dealt with. The child will be given advice on how to deal with any further incidents and which members of staff to refer the problems to.

### **Parents/Guardians**

Parents have a vital role in helping the school to "stamp out" bullying. They should discuss the issues involved in bullying regularly with their children. They should encourage their child to recognise the difference between squabbling and bullying as a large number of incidents which are reported as bullying are isolated incidents caused by differences of opinion. If their child claims to have been bullied they should discuss the incident with the child in order to ascertain all the facts before referring the issue to the school. If they feel there is an incident of bullying they should contact the school and inform the headteacher.

### ***All reported incidents will be dealt with.***

Parents must be patient, however, as it is often difficult and time consuming to unearth all the

facts in cases of bullying.

If it is found that bullying has occurred then the parents of both the child doing the bullying and the victim will be informed. It will be stressed that if the bullying continues then appropriate disciplinary sanctions will be used, up to and including permanent exclusion.

### **Disciplinary Sanctions**

Where bullying occurs between pupils this is what we do:

- Reprimand/telling off - which may be recorded
- Withdrawal at social times - lunchtimes and breaktimes if necessary
- Contacting parents - an interview with parents may be necessary
- Exclusion from school.- this may be necessary if bullying is repeated or if the first incident is particularly unpleasant.

### **Maintaining an anti-bullying initiative**

Even the most successful initiative loses its edge over time. It is important that the issue of maintaining a safe environment retains a high priority each year. Awareness raising exercises are carried out on a regular basis.