



# Ysgol Cymerau

## Anti Bullying Policy



### Aims

Ensure that everyone (children, parents and staff) understand that any form of bullying is not tolerated at school. Bullying is defined as habitual behavior that makes another person feel uncomfortable or threatened. The behavior may be deliberate or otherwise. There are several types of bullying, but can be classified in three main categories:

1. Physical – hitting, kicking, stealing, hiding property, sexual harassment or harassment.
2. Verbal – name calling, saying nasty things (offensive) and humiliation.
3. Emotional – starting unfounded rumors, not talking to someone, making someone exempt of groups, sending malicious messages via email or mobile phone.

### Objectives

1. Create an atmosphere where incidents of bullying are not likely to happen.
2. Ensure that children are used to work together as part of groups, collaboration and respect for the efforts and ideas of others.
3. Seek to create empathetic and rewarding relationships between adults and children, promote self ~ esteem, ensure dialogue and confidence in each other.
4. Ensure that every child understands the school does not allow any form of bullying, and that they should tell a friend (who could tell us), an adult as a link – teaching assistants, a teacher or the headteacher. They must understand that the school will take any complaint or concern seriously.

### Guidelines

1. Although bullying between pupils is the main focus of the guide, the whole school acknowledge that bullying could take place between staff and pupils.
2. Raising awareness of all those employed in the school and pupils are essential.
3. There is a need to consult with various groups about bullying - this is done through questionnaires to pupils, questionnaires to parents, input from the School Council, Staff and Governors
4. The school should look for the most common signs associated with bullying.
5. The school should decide whether the problem is one of bullying or not.
6. The school should identify possible reasons for the bullying.
7. Discussion and clarification is all important, remembering to take what child says seriously.
8. It is important that children learn how to discuss problems with each other as well as with teachers - the School Council is used for this purpose.
9. Ensure that all children are aware that the school Teaching Assistants can be a link between child and teacher / headteacher if necessary.
10. Effective oversight is important to prevent bullying.
11. An effective partnership with parents is important to prevent and deal with bullying.
12. We will also use the 'Cricle Time' and Ideas Box which will help some pupils and initiate discussion.
13. Everyone must be absolutely clear about the penalties will firm, consistent and fair.
14. A serious case of bullying eg harassment or sexual harassment can be brought to the attention of the Social Services' Child Protection Team.
15. In such cases, it is absolutely necessary that parents are involved from the outset, and that they have the right to contact the police. It is essential that the school records all incidents of bullying in detail in order to protect the school from legal action.
16. It is critical that the content of the policy should be closely monitored and will be reviewed annually.

### Conclusion

Only if everyone in the school has discussed and understood the problem of bullying, and have agreed on good and bad practice, the policy is effective.

We must ensure that everyone realizes that any kind of bullying is not acceptable behavior at school and that they are aware of steps that will be taken to address any problems.