



## Anti-bullying Policy

*Initiated by:* SMT  
*Approved by:* Governors/SMT  
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*Distribution:* SMT/TLR's/All relevant staff

*Signed:*  Chair of Governors

*Signed:*  Head teacher

At Ysgol Hen Felin our aim is to provide a happy, friendly environment. We are aware that the peaceful atmosphere in a school can be shattered at times through the deliberate actions of an individual or a group of students, namely bullying. This policy should be read in conjunction with the following school policies and documents:

- Behavior policy
- Safeguarding policy
- PSE policy
- Religious Education policy
- RCT guidance on anti-bullying

### What is bullying?

Bullying is deliberately hurtful or aggressive. It is often repeated over a period of time. The hurt can be physical and/ or psychological and the victims may find it difficult to defend themselves or even speak about it.

At Ysgol Hen Felin many of our pupils experience emotional and challenging behavior. Some pupils do lash out: this may be a premeditated act of bullying and/or a symptom of their condition.

How do we recognize bullying at Ysgol Hen Felin?

1. Continual physical acts (hitting, kicking, and taking belongings, sexual harassment or aggression.)
2. Consistent verbal abuse e.g name calling, teasing, insulting, provoking another pupil into unacceptable behavior or making offensive remarks.
3. Indirectly- including the spreading of malicious stories, exclusion from social groups or bullying which has taken place on social networking sites which has consequences in school- see cyberbullying policy for further details.
4. Members of the school's ethnic minority groups may also be exposed to bullying in the form of racist abuse.

The victims may suffer physical and/ or psychological abuse, isolation, insecurity and/ or anxiety. The likely victims are often those who are vulnerable because they too easily become agitated. In this state of high anxiety, they may be ridiculed or seen as a figure of fun.

### Prevention - A Whole School Approach

The staff and school governors at Ysgol Hen Felin wish to make it clear to pupils and their parents that -

**BULLYING WILL NOT BE TOLERATED IN THE SCHOOL.**

We will make sure that all staff including teachers, support staff, dinner supervisors, students, voluntary helpers and visiting multi-disciplinary staff will be aware of the policy.

Pupils will be encouraged to foster an attitude of care and consideration towards others, taking responsibility for the wellbeing of their fellow pupils and their needs. These attitudes will be emphasized especially through discussions in class circle time/ pastoral time, Religious education and PSE curriculums. Family values themes have been incorporated into collective worship with emphasis on themes such as tolerance, cooperativeness.

Parents are also requested to work together with the school to promote values. This occurs through value assemblies for the primary department each half term and coffee mornings in secondary classes.

The school follows the information developed by the school council. This is contained in an information booklet for staff, pupils and parents/carers.

We must acknowledge however that because of the communication difficulties experienced by many of the pupils at Ysgol Hen Felin it is very difficult to employ across the boards such methods as explanations, discussions and/ or role play as a preventative tool with many of the pupils. Where possible, however, when an incidence of bullying has taken place, emphasis will be placed upon positive ways in which students can interact with each other.

It must be realized also that many of our pupils are unable to express their concerns and fears; this makes it imperative that as members of staff we are vigilant with regard to possible incidents of bullying, in addition keeping staff informed who work with victim and the perpetrator. Bullying is taken very seriously.

Emphasis on the correct way in which students are to behave to each other will be considered through healthy schools and anti-bullying information.

There are also anti bullying display boards and anti-bullying posters around the school showing what to do/ who to tell if you feel you are being bullied.

An Eye to Eye counsellor is available during the week to support the students. They are encouraged to talk through any issues with her.

If there are a number of incidents involving social networking sites, outside of school hours, it may be necessary to meet with the parents of those students. If the cyberbullying continues it may be necessary to direct the parents of the victim to inform the police.

#### Guidelines for staff

- Pupils must be well supervised at all times
- Encourage pupils to “tell”, using their individual means of communication, the nearest adult their problems and not retaliate.
- Be prepared to listen to complaints without taking sides.

#### Be aware and sensitive to typical bullying signs:

1. Constant tears and signs of distress especially after lunch or breaks
2. Constant opting out of school activities
3. Reluctance to join in with certain pupils
4. Constant reports of damage to an individual’s property
5. Refusal to go out to play
6. Continual absenteeism or feeling unwell.

#### Specific Action to Be Taken

- Calm the situation as quickly as possible, moving victim or bully from the scene
- Listen carefully to a pupil’s account and record all incidents
- Offer immediate support to the distressed child
- If the students cannot be separated then it may be necessary to use restrictive physical intervention. More of this can be found in the restrictive physical intervention policy by the school and the LA. If this has been necessary to use RPI then this must be recorded and behavior coordinator informed
- Class teacher informed of the incident and the action taken, discussion to take place as to whether the incident constitutes bullying

- The class teacher ensures that the incident is recorded on My Concern, behavior coordinator informed, counselling offered to both victims and bully. The bully needs as much support as his or her action will need extra support from emotional literacy
- Parents of both the victims and the bullies are to be informed of the nature of the problem and the action to be taken
- Action should be taken promptly, staff informed, if necessary positive handling plans amended.
- Careful monitoring of the situation over the next two weeks and any further incidents logged carefully, parents are then informed of any continuation or cessation of the bullying problem

Staff should not:

- Ignore bullying or threatening, intimidating behavior
- Allow children to sort things out
- Threaten or challenge the bully with violence
- Do anything which may lead to the escalation of violence

Staff

Bullying can cause students emotional and physical pain and may be displayed in a variety of ways. It is essential that staff are observant to changes in behavior as early intervention is crucial. Staff should be aware that inappropriate reaction to bullying could constitute bullying itself.