



YSGOL GYMRAEG

'Ymestyn am y gorau gyda'n gilydd'

Anti-bullying Policy



The United Nations Convention on the Rights of the Child (CRC) is at the heart of our school's planning, policies, practice and ethos. As a rights-respecting school we not only teach about children's rights but also model rights and respect in all relationships - Linked to Articles 3, 32 (CRC)

ARRANGEMENTS FOR DEALING WITH BULLYING

This policy is written in accordance with the Welsh Government's Anti-Bullying guidance document, 2003.

Definition

Bullying can be described as ' a deliberate act done to distress by the bully to gain a sense of power, status or other satisfaction. Bullying can range from ignoring, name calling, teasing, threats and extortion to physical intimidation, assault on people and / or their possessions. It can be a frightening one-off event that clouds a child's life, or a series of such events. '

Staff, parents and children at Ysgol Gynradd Gymraeg Gellionnen work together to create a happy, caring and safe learning environment. We regularly seek the views of staff, parents and pupils in reviewing and revising this policy. The victim (s), friend (s), parent (s) or other interested parties can alert any member of staff to bullying.

Bullying, whether verbal, physical or indirect, is not tolerated. It is everyone's responsibility to try to prevent incidents of bullying and deal with any incidents quickly and effectively.

Notes

- Provide a safe, caring environment for the whole school community, especially the children in our care.
- Children are taught that bullying is unacceptable and that any reported bullying is treated seriously and recorded and acted upon.
- Ensure the children are listened to and that it is right to tell a person about the bullying.
- Listen to parents and inform them of the action taken in response to a complaint.
- A full investigation will follow any report of bullying with detailed records kept of incidents, reports and complaints.
- Take appropriate action, including exclusion in cases of serious bullying.
- Monitor incidents of bullying during the school year by all teachers.

Strategy for dealing with bullying

When dealing with bullying, we follow these basic guidelines:

- Never ignore suspected bullying.
- Do not make assumptions prematurely.

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- Listen carefully to each report - hearing several pupils reporting the same version does not mean that they are telling the truth.
 - Adopt a problem-solving approach that moves pupils from self-justification.
 - Follow up proven cases to check that the bullying has not resumed.
 - Keep detailed records.
 - Use Routine Recovery Strategies

Strategies have been introduced at Ysgol Gynradd Gymraeg Gellionnen to reduce bullying. These strategies include awareness of bullying and the Anti-Bullying Policy, increasing understanding for victims and teaching pupils how to manage relationships constructively.

Staff should apply one or more of the strategies below, depending on the perceived severity of the situation. A caring and listening approach should be emphasized at all times.

In response to a complaint about bullying, Ysgol Gynradd Gymraeg Gellionnen's disciplinary procedures should be followed, with staff undertaking a full investigation, keeping detailed records and using sanctions as required.

The procedures should be followed by the headteacher or a member of the senior management team.

1. Discuss the nature of the bullying with the child concerned for some time, recording all the facts. This will require patience and understanding.
2. Identify the children involved in the bullying.
3. Ask each person using strategies appropriate to age and understanding .
4. Agree the penalties that apply to the type of bullying.
5. If the allegation of bullying is denied, it should be investigated further. If there is enough evidence that bullying has occurred, use relevant penalties.
6. There should be separate discussions with the parents of the bully and the victim.
7. Penalties for bullying may include:
 - prevent the child from doing preferred activities, for example, a school visit
 - loss of break time for a set period of time
 - exclusion from school during lunchtimes for a set period of time
 - exclusion from school for a fixed period.
8. The victim should be provided with a Pastoral Support Program with a mentor monitoring and monitoring during break and lunch times, and through discussion to ensure that bullying is not repeated.

9. A Pastoral Support Program should be provided to the bully. This will include a Behaviour Support program and opportunities in circle times or groups for children to discuss relationships and feelings and the impact bullying can have on individuals. A mentor will support the child during this program.

In order to reduce the incidence of bullying all staff at Ysgol Gynradd Gymraeg Gellionnen keep an eye out for early signs of distress in pupils. We listen, believe and act.

Bullying outside school

Ysgol Gynradd Gymraeg Gellionnen is not directly responsible for bullying outside the school site; however, wherever possible, we will support pupils who have been bullied, particularly on their way to or from school, by pupils from another school or by others.

The following steps should be taken:

- Talking to the Headteacher of another school whose pupils are bullying outside the school site.
- Talk to the police about problems on the local streets.
- Talk to the local transport company, if there is bullying on school buses.
- Talk to pupils about how to avoid or discuss bullying situations.

Cyberbullying

We are not directly responsible for cyberbullying outside the school site; however, wherever possible, we will support pupils who have been cyberbullied and encourage children to use the internet safely especially social media sites.

The following steps should be taken:

- Educate all pupils on internet safety issues
- Inform parents of internet safety issues.
- Discuss with parents any concerns brought to the attention of the school about internet misuse.

Race, Gender, Sexual Orientation or Disability Bullying

Ysgol Gynradd Gymraeg Gellionnen will not tolerate bullying against anyone because of their race, gender, sexual orientation or disability. The school will take preventative action to reduce the likelihood of incidents of bullying of this

nature occurring. All stereotypical views are challenged and pupils learn to value differences in others and consider them positively, whether they are race, gender, ability or disability differences.

Bullying / Racial Harassment

Racial bullying is not tolerated at Ysgol Gynradd Gymraeg Gellionnen, and is treated seriously.

Incidents are recorded in an incident book separately from Swansea LA forms. Ysgol Gynradd Gymraeg Gellionnen has a duty to develop children's understanding of ethnic diversity issues and to explore racial tolerance in PSE and citizenship lessons and in Religious Education lessons.

Ysgol Gynradd Gymraeg Gellionnen guarantees confidentiality and support to those who are bullied. Incidents of bullying are reported to the Governing Body and LA as required.

Sexual Orientation

Strategies to deal with such bullying include:

- record incidents in a separate incident book
- awareness by staff that homophobic bullying can occur
- challenge homophobic language and explore pupils' understanding - they may not understand the impact
- guarantee confidentiality and support for those being bullied
- putting disciplinary procedures in place if the bullying justifies it.

Special Educational Needs or Disabilities

Children with special educational needs or disabilities may not be able to express oral experiences as easily as other children. However, they are often at greater risk of being bullied, both directly and indirectly, and usually because of their particular disability.

Ysgol Gynradd Gymraeg Gellionnen ensures that the behaviour of staff does not inadvertently trigger bullying. They should avoid excessive attention being drawn to ALN children compared to others, and should not comment on a perceived appearance or character e.g. boys who play poor football should not be said to play as girls.

We seek to ensure that classroom lessons and activities are sensitive to the needs of such children. We teach assertiveness and other social skills and educate victims to say 'No' or get help. A named mentor / friend is appointed so that the pupil can tell him / her in confidence.

If the bullying is serious, Ysgol Gynradd Gymraeg Gellionnen carries out a full investigation, including a full discussion with witnesses, recording incidents in the incident book and contacting parents. Disciplinary procedures will be put in place.

Bullying can also affect higher attaining and more able and talented children. Teachers should treat this as seriously as any other form of bullying.

As part of our overarching aim for pupils to achieve their potential across the curriculum, we will do our utmost to ensure that all children receive the necessary support in this area, in line with our equal opportunities and disability scheme.

This policy will be reviewed annually.

September 2023:

Mr Kevin Davies (Headteacher)

Dr G Ffrancon (Chair of Governors)