



Ysgol Bro Tawe

## Anti Bullying Policy

**Ysgol Bro Tawe believes that bullying is unacceptable and should not be tolerated. All members of the school community share a collective responsibility for tackling bullying should it occur and in working together to promote positive behaviour.**

The United Nations Convention on the Rights of the Child (UNCRC) 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. Our belief in "restorative approaches" ensures that every child is listened to.



Article 3: Everyone who works with children should always do what is best for each child.

Article 19: You should be looked after and kept safe.

Article 28: Your right to learn and go to school.

Article 29: Your right to become the best that you can be.

### Aims of the policy

Our policy is a working framework to support our whole school approach which is designed to prevent bullying behaviour wherever possible, to respond consistently in line with agreed procedures should it occur and to provide support to those involved as appropriate. It incorporates issues relating to sexual/racial harassment, ALN and disability.

This policy has been written in line with the Welsh Government's statutory guidance series 'Challenging Bullying - Rights, Respect, Equality' Statutory Guidance <https://www.gov.wales/sites/default/files/publications/2019-11/rights-respect-equality-statutory-guidance-for-governing-bodies-of-maintained-schools.pdf>

### Definition

Bullying is deliberately hurtful actions, repeated over a period of time, which may include aggression and which is difficult for the person being bullied to

defend themselves against. It usually involves an imbalance and abuse of power and is not age dependent.

Bullying can take many forms, but the main types are:

- physical - kicking, tripping someone up or shoving them, injuring someone, damaging their belongings or gestures of intimidation
- verbal - taunts and name-calling, insults, threats, humiliation or intimidation
- emotional - behaviour intended to isolate, hurt or humiliate someone
- indirect - sly or underhand actions carried out behind the target's back or rumour-spreading
- online - using any form of technological means, mobile phones, social networks, gaming, chat rooms, forums or apps to bully via text, messaging, images or video
- relational aggression - bullying that tries to harm the target's relationships or social status: drawing their friends away, exploiting a person's Additional Learning Needs or long-term illness, targeting their family's social status, isolating or humiliating someone or deliberately getting someone into trouble
- sexual - unwanted touching, threats, suggestions, comments and jokes or innuendo. This can also include sextortion, so called 'revenge porn' and any misuse of intimate, explicit images of the learner targeted
- prejudice-related - bullying of a learner or a group of learners because of prejudice. This could be linked to stereotypes or presumptions about identity. Prejudice-related bullying includes the protected characteristics. Prejudice can and does also extend beyond the protected characteristics and can lead to bullying for a variety of other reasons such as social status and background.

If bullying occurs this school will implement the following procedures:

- We will take all incidents seriously and record their occurrence on MyConcern
- Investigate the incident / establish facts by independently talking to each person involved

- Use appropriate intervention techniques to manage difficulties between bullies and victims
- Implement agreed sanctions consistently and fairly as necessary to prevent incidents
- Involve parents as early as possible where incident merit it
- Keep accurate, factual records of all reported incidents and the school's response to them
- Always follow-up incidents after dealt with to ensure bullying behaviour has ceased

Depending on the nature of the incident, sanctions are used in accordance with the behaviour consequences plan.

Strategies and preventative measures to reduce the likelihood of bullying in Ysgol Bro Tawe:

- A whole school approach involving everyone (staff, pupils, parents and governors) in developing and implementing this policy
- Awareness raising of the issues, procedures, sanctions, and method of monitoring bullying e.g. through assemblies, pastoral work, police liaison visits, parents meetings, newsletters and governor reports
- An ethos of personal responsibility where pupils are encouraged to tell if they experience bullying themselves or see others being bullied - not taking action condones the behaviour
- Having a system in place for pupils to inform staff in confidence when bullying occurs
- Developing our understanding of collective responsibility through circle time, school council, peer supporter, appropriate curricular work and class assemblies
- Providing clear information and guidance on dealing with bullying and help which is available for pupils, parents and staff. .

*Some behaviour, though unacceptable, is not considered bullying. Bullying isn't one fight, falling out with friends; disliking someone, accidental rough and tumble, and this policy is not designed to deal with such actions or emotions. We deal with these instances in accordance with our behaviour policy to prevent an incident potentially escalating to become bullying.*

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice
- Reassuring the pupil
- Offering continuous support, this could be through ELSA, TIS and/or Nurture sessions
- Restoring self-esteem and confidence.
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Pupils who have bullied will be helped by the class teacher and Head teacher by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrongdoing and need to change
- Offering support, this could be through ELSA, TIS and/or Nurture sessions
- Liaising with parents to support change in the attitude of the pupil.

Within the curriculum the school will raise the awareness of the nature of bullying in an attempt to eradicate such behaviour.

Ysgol Bro Tawe is a 'telling school' Pupils who are victims of bullying or witnesses of incidents involving bullying (verbal or physical) must TELL. Therefore children TELL and adults must LISTEN and ACT accordingly.

Further information / advice for children can be found here:


<https://www.gov.wales/sites/default/files/publications/2019-11/rights-respect-equality-guide-for-children.pdf>

Further information/ advice for parents/ carers can be found here:

<https://www.gov.wales/sites/default/files/publications/2019-11/rights-respect-equality-guidance-for-parents-and-carers.pdf>

<https://www.gov.wales/bullying-school-guidance-parents-and-carers>

Copies of these documents are also available in the school foyer

Signed  Chair/ Vice of Governors

Signed  Headteacher

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