

# Rhiwbeina Primary School

## **ANTI-BULLYING POLICY**

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## Anti-bullying Policy

### 1 Introduction

**Bullying is action taken by one or more children repeatedly with the deliberate intention of hurting another child, either physically or emotionally.**

#### ***Cyber bullying***

Cyber Bullying has become an increasing concern for schools, parents and children. Cyber bullying has traditionally been defined as harassment and victimisation using interactive technology. It is important that we understand the complex nature of cyber bullying to be able to prevent incidents and respond effectively to incidents when they arise.

*For example, one comment made online becomes bullying when it is repeatedly forwarded or commented on by others, which in turn is seen by multiple people over a sustained period of time. It can often be difficult to gain closure when subject to a cyber bullying incident when the comment or photo can resurface at anytime.*

Cyber bullying differs from traditional forms of bullying and can have a significant detrimental impact upon individuals who are targeted by such behaviour. The 24/7 nature of cyber bullying can make it difficult for a target to escape the attacks directed at them. In some cases, an individual may not know they are being bullied if they have not seen the content posted about them, but it is important to understand that the intentions of the perpetrator is still to bully the individual in question by posting humiliating and hurtful content.

We promote the positive safe use of Interactive Technology, where pupils are provided with opportunities to discover the benefits technology has to enhance their learning and social development. We encourage and promote responsible use and respectful communications with others online (see e safety policy).

All incidents of inappropriate use of technology are taken seriously and we encourage all members of the school community to report any incidents of inappropriate use of interactive technology.

Inappropriate use of interactive technology includes, but is not restricted too:

- harassment and intimidation of others,
- sending hateful messages,
- posting inappropriate and unwanted pictures online and;
- creating content which has the potential to hurt, embarrass and humiliate others.
- sexting
- online exploitation including sexual abuse

Support is provided to all pupils involved in incidents of bullying online and parents will be contacted immediately. Where appropriate, we will contact external agencies to obtain further advice, information and provide additional support to individuals if necessary. Restorative approaches will be implemented to resolve any issues of inappropriate use of interactive technology. We understand that in some circumstances there will be a requirement to involve

the police. We will liaise with our Police School Liaison Officer for advice on the appropriate route and action to take in these circumstances.

The Police liaison officer visits Y6 pupils annually to lead a cyber-bullying workshop.

## **2 Aims and objectives**

We do all we can to prevent bullying by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school, to produce a safe and secure environment where all can learn safely, without anxiety.

This policy aims to produce a consistent school response to any bullying incidents that may occur or are repeated.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school. Pupils should be able to tell others when bullying occurs and know that incidents will be dealt with promptly and efficiently.

## **3 The role of governors**

The governing body supports the headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that bullying will not be tolerated in our school, and that any incidents of bullying that are reported will be taken very seriously and dealt with appropriately. The governing body will monitor the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly with the headteacher. The headteacher keeps records of all incidents.

## **4 The role of the headteacher**

It is the responsibility of the headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying consistently. The headteacher reports to the governing body on the effectiveness of the anti-bullying policy.

The headteacher and staff ensure that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The headteacher draws the attention of children to this fact at appropriate times. For example, if an incident occurs, the headteacher may decide to use an assembly or year group meeting as a forum in which to discuss why this behaviour is unacceptable and the sanctions that follow.

The headteacher sets the school climate of mutual support and respect for others thus making bullying less likely. When children feel they are valued and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The headteacher investigates all reported incidents of bullying with a view to ascertaining the facts from witnesses, the victim and the alleged bully. If a child

is repeatedly involved in bullying other children, parents are invited to assist in resolving the problem. In more extreme cases, for example where these initial discussions have proven ineffective, the headteacher may contact external support agencies. Wherever possible it is our aim to reconcile the bully and the victim.

## **5 The role of the teacher**

Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They record incidents that happen in their class in the class data log electronically.

If teachers witness an act of bullying, they do all they can to support the child who is being bullied and report the incident to the headteacher.

If, Class teachers, become aware of any bullying taking place between members of a class, the issue is dealt with immediately. This may involve counselling and support for the victim of the bullying, and sanctions for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the parents

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying. Pupils are aware of the principles of Restorative Justice through regular class discussions.

Use of Circle Time and activities within the PSE framework are used to explore the problems associated with bullying and how they can be resolved.

## **6 The role of parents**

Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact the headteacher in the first instance.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

The staff, pupils and parents at Rhiwbeina Primary School accept that it is everyone's responsibility to prevent occurrences of bullying to create a happy, caring, learning environment.

## **7 Strategies for dealing with bullying**

The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as bullies are often victims too – that is why they bully.

- The headteacher will: -
  - Discuss at length with the victim. This will require patience and understanding. Remember – listen, believe, act.

- Identify the bully / bullies. Obtain witnesses if possible.
- Discussion with the bully. Present them with the details and give them the opportunity to explain the circumstances and tell the truth about the situation / incident. Make it clear that bullying is not acceptable.
- If the matter cannot be resolved, the headteacher will invite the parents to school to help resolve the problem.
- The Headteacher will organise separate discussions with the parents of the bully and the victim.
- Records of the incident, discussions with pupils/parents and the sanctions imposed will be recorded by the Headteacher.
- Sanctions for the bully may include withdrawal from group/class activities, loss of playtimes, and exclusion from school during lunchtimes and in the last resort exclusion from school for a fixed period, depending on the perceived severity of the incident.
- The staff will continue monitoring the situation by observing at playtimes / lunchtimes and having discussions with the victim to ensure there is no repetition.
- As the behaviour of the bully improves, then favoured activities etc can be reinstated, and the child should be praised for good behaviour. This will rebuild the child's self esteem, which may have been damaged after being caught bullying, or could have been low anyway, hence the bullying.
- Pupils are encouraged to befriend both victims and bullies. They both need help; often both are isolated or unpopular with their peers.

In order to identify incidents of bullying and the identities of bullies, we have agreed to carry out the following strategies:

- Pupils are encouraged to report any incident of bullying to a member of staff or a peer. This is responsible, caring behaviour, not telling tales.
- All staff watch for early signs of poor behaviour or anxiety in pupils
  - Loss of confidence or self esteem
  - Increasingly withdrawn or nervous
  - Inability to concentrate
  - Developing school phobia
- Regular use of school activities, reward schemes and Class Circle Time to enforce the message that bullying cannot be tolerated
- All staff respond and act accordingly to agreed procedures

## 8 Monitoring and review

This policy is monitored on a day-to-day basis by the headteacher, who reports to governors about the effectiveness of the policy.

This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. The headteacher and Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

*C.A. Harry*

Headteacher: \_\_\_\_\_

Chair of Governors: \_\_\_\_\_ 