



Policy Name:	Anti-bullying
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Cluster or School Policy:	Ysgol Glan Clwyd Policy

1.0 Introduction

All pupils have the right to go about their daily lives feeling happy, secure and included, also they have the right to work in an environment without the fear of being threatened, assaulted or harassed. At Ysgol Glan Clwyd we acknowledge the harmful effect bullying can have on a person's life. It can cause high levels of distress, affecting young people's well-being, behaviour and academic development. The link between pupils' educational attainment, attendance and emotional satisfaction is being recognised. We are committed to providing pupils with a caring, friendly and safe school environment for educational and moral reasons. The school community promotes an anti-bullying environment. All types of bullying are unacceptable, this means that anyone who is experiencing bullying will receive full support.

2.0 Objective

- (i) Ensure that pupils are not impacting in anyway on the happiness and educational development of any other pupil within the school, by creating a safe and happy environment for all the pupils, in everyday situation during their school activities.
- (ii) Create an atmosphere where all types of bullying is unacceptable. All pupils should feel able to tell and when bullying behaviour is brought to our attention, prompt and effective action will be taken. We urge anyone who is aware of any type of bullying that is taking place to tell a member of staff immediately.
- (iii) Ensure parents that the priority is the well-being of the pupil and that they are being educated in a safe environment which works together to prevent bullying.

3.0 Implementation

The school will:

- (i) implement a pro-active campaign to prevent bullying,
- (ii) implement a whole school anti-bullying policy, which is familiar to all school staff members, pupils, parents and Governors.
- (iii) create an environment and ethos where bullying is unacceptable and urge pupils to report any incidents of bullying. Pupils should be confident that the school will take a prompt and effective action to keep them safe.

- (iv) raise the awareness of staff, pupils and parents of what is bullying, signs and symptoms of bullying and the relevant steps to follow in a case of bullying or an accusation of bullying, see Appendix
- (v) raise pupils' self-esteem and respect towards peers and adults.
- (vi) work in partnership with parents to ensure prompt and effective action when bullying is reported.
- (vii) raise the pupils and their parents' confidence in the school's approach towards bullying.

4.0 Guidelines

4.1 Bullying Definition

Bullying behaviour abuses an imbalance of power to repeatedly and intentionally cause emotional or physical harm to another person or group of people. Research proves that bullying can have a detrimental effect on young peoples' lives. For some, it can create a long term effect which causes long term anxiety and harm in their social and emotional development.

4.2 Types of bullying

There are many types of bullying. In order to monitor levels of bullying and its nature across the Authority, the Inclusion Department for the Department of Education will categorise the bullying. Bullying can be one or a mixture of the following categories:

- Physical – pushing, kicking, hitting, punching, slapping, stealing and hiding property or any form of violence.
- Verbal – name-calling, teasing, sarcasm
- Emotional – spreading rumours, being unfriendly, excluding from groups.

In addition to the above general categories the school monitors levels of bullying in the following categories:

- Technological – sending nasty and/or threatening emails, misuse of blogs or sending mobile threats by text messaging & calls.
- Racial – physical, verbal or emotional bullying based on race.
- Other – bullying based on physical or mental disability, health traits or any traits which can be defined clearly.
- Homophobic – physical, verbal or emotional bullying based on alleged sexuality or not, (more appropriate for high school).

Serious cases of bullying e.g. any form of physical violence can lead to a referral to the social services team for Child Protection.

4.3 Prevent Bullying

The school will endeavour to act proactively in the campaign to prevent bullying, by following the guidelines below:

- (i) Regular discussions about bullying throughout the school:
 - Whole school, (e.g. assemblies, School Council, dramatic performances).

- Classroom, (e.g. PSE, Year Council, confidential boxes, Police Officer). Promote pair/group work in lessons.
 - Individual, (e.g. additional support for pupils who have or have been bullied).
- (ii) Pupils are encouraged to speak with members of staff about causes of bullying. The staff will react positively and reassure the pupil that the complaint will be taken seriously and effective action will be taken.
- (iv) The staff will be sensitive towards any signs of bullying, by considering that the bully may behave in a certain way long or short term, verbally, physically, sly or obvious.
- (iv) Ensure careful supervision all the time, especially in areas which bullying can happen. Supervision on the yard will always be friendly and informal.
- (v) Parents are encouraged to contact the school immediately if they are concerned that their child is being bullied. We also encourage parents to contact the school if they suspect that their child is bullying others. Cooperation between the school and the home is essential.

4.4 Respond to bullying

- (i) If you assume a child is being bullied, you should contact the Progress Coordinator immediately and record the incident/accusation.
- (ii) Causes or accusations of bullying will be investigated immediately and every effort will be made to prevent any further bullying and to safeguard the pupil.
- (iii) The school will respond in an appropriate way which corresponds to the severity of the incident/accusation.
- (iv) In some cases, parents will be invited to discuss the matter and to agree on the best way to move forward.
- (v) In severe cases, The Chair of Governors and/or the whole Governing Body will be consulted, acting on their recommendations. In serious cases, the local authority's inclusion officer is invited to discuss the situation and actions.
- (vi) The victim is treated sensitively. Their comments and worries are listened to carefully, comfort and advice is offered and strategies to use in situations of bullying are discussed. The victim is reassured that speaking up about the bullying is the right thing to do and that they are not to blame for the bully's behaviour.
- (vii) The bully will be dealt with directly and sensitively. It is made clear that the bully has acted in an unacceptable manner and is encouraged to change this negative behaviour. The rules that have been broken are discussed as well as to raise awareness of the victim's situation. The bully can be asked to apologise and attempts are made to conciliate, if possible.
- (viii) An appropriate punishment for the bully is decided, clearly explaining why it is given.
- (ix) After the incident, the situation will be monitored to ensure repeated bullying does not take place.

(ix) in serious cases, fixed or permanent exclusion will be considered for the bully.

4.5 Support by the LEA

i) The Inclusion department.

The inclusion department is committed to ensuring that every child has the opportunity to receive an education in a safe environment which is free from bullying, threats or violence.

When appropriate, the inclusion department will deal with individual cases and aim to resolve the situation that is causing anxiety for the young person by: -

- ensuring that schools adhere to any relevant policies.
- identifying the background factors which are related to the bullying.
- acting as an independent mediator.
- supporting young people who are bullied.
- providing specialist advice to schools, parents and pupils.

ii) The Behaviour Support Service

Teachers are available to visit schools to discuss specific cases with teachers and pupils.

iii) The Counselling Service.

There is a counselling service available from the school. A counsellor can help a victim or bully to consider healthier ways to make connections and to look at issues of anger and tolerance. The lack of self-esteem, trust and confidence can also be addressed. Counselling can be useful in establishing more positive thinking patterns and beliefs.

iv) The 'Healthy School' Scheme

The national 'Healthy Schools' scheme is managed in partnership with the National Public Health Service for Wales and the Local Health Board.

The scheme enables schools to contribute positively to the health and well-being of their pupils, teachers and the wider community by developing an environment that promotes health.

'Healthy Schools' present's health and wellbeing aspects through

- The National Curriculum
- Alternative Curriculum and school ethos
- Developing existing links between the home, community and specific agencies.

5.0 Conclusions

(i) Bullying of any kind is unacceptable at Ysgol Glan Clwyd and there are specific strategies in place to deal with any possible bullying.

(ii) Bullying cases or accusations must be dealt with immediately.

- (iii) Although it is important to respond positively to the victim, we must not be over-protective and educate the pupil to develop strategies to protect oneself from being bullied.
- (iv) Incidents outside the school can't be ignored. We must intervene appropriately when considering the severity of the allegation / incident.
- (v) Communication between home and school is important; parents must be reassured that the school is always ready to discuss their concerns. If cases arise when parents feel that the school has not dealt effectively with a case of bullying, they are asked to bring the matter to the attention of the Headteacher. If the Headteacher can't deal with the matter informally, parents can follow the school's formal complaints procedure.

6.0 Consultation

- Whole-school questionnaire – Pupils voice.
- Pupils voice – Respect Day.
- PSE lessons and discussions to follow.
- School Governors.
- Teaching and support staff.
- Parents

APPENDIX – ANTI-BULLYING POLICY – GUIDELINES FOR TEACHERS

TYPES OF BULLYING

There are many types of bullying

- Emotional, e.g. being nasty, excluding, tormenting
- Verbal, e.g. name calling, mock, lie, provoke
- Physical, e.g. pushing, kicking, hitting or any use of violence
- Racial, e.g. mock, graffiti
- 'Cyber', e.g. the internet, mobile phone, camera and video
- Sexual, e.g. inappropriate comments or touches.
- Homophobic, e.g. the use of homophobic language.

SIGNS AND SYMPTOMS OF BULLYING

Adults should be alert to signs of bullying and investigate further if a child is:

- unhappy to come to school
- feeling sick in the morning
- often absent
- afraid to walk to or from school
- changing habits
- introvert
- anxious
- lose confidence
- start to speak with a stammer
- develop a 'nervous tick'
- crying to sleep or have nightmares
- wet the bed
- lose interest in school work and underachieving
- avoid attending activities/clubs/lessons etc.
- going home with equipment or clothes which have broken or missing.
- often losing lunch money etc.
- talking about running away.
- hiding bruises or marks.
- behaving aggressively or unreasonably
- bullying siblings or younger children
- lose their appetite
- afraid to use the internet or phone

RESPOND TO A CASE/ACCUSATION OF BULLYING

- Ysgol Glan Clwyd does not tolerate bullying and the responsibility of ensuring an anti-bullying environment falls on all staff and all pupils.
- The school will respond in a way that corresponds to the severity of the incident/accusation.
- All cases of bullying will be recorded by the teacher in charge of the case.
- We will interview those who are involved, individually, and listen carefully to their versions

- The school will take clear and firm action if there is evidence of bullying.
- We will monitor the situations / accusations of bullying carefully.

SUPPORT FOR THE VICTIM

- Take immediate action to stop the situation and to ensure the safety of the victim.
- Ensure the safety of the pupil and deal with the matter promptly.
- Ensure the pupil has made the right decision to talk about the bullying and to report on any further events.
- Seek to find the severity of the incident/accusation.
- Show sympathy and empathy.
- Discuss how to solve the problem.
- Assure the victim that they do not deserve to be bullied and the blame is not on him.
- If appropriate, encourage the bully and victim to meet and discuss. Ensure an adult is present as a referee.
- Discuss strategies to avoid further incidents.
- Advice is given on how to behave.
- Group support, (friends and peers).
- Ensure careful supervision and monitoring.
- Working with parents.

DEALING WITH THE BULLY

- Give a clear message that bullying of any kind is not acceptable at school and that it breaks the school's rules.
- Discuss the reasons behind their behaviour.
- Strongly encourage them to change their behaviour and offer acceptable models.
- If appropriate, encourage the bully and victim to meet and discuss. Ensure an adult is present as a referee.
- If appropriate, the bully will be asked to apologise.
- Determine a punishment, explaining the reason.
- Contact parents.
- Ensure that we monitor the situation and that there will not be any further bullying.
- Further measures:
 - Exclusion from group
 - Loss of privileges, e.g. lunch time
 - Exclusion from participating in extra-curricular activities and/or representing the school.
 - In extreme cases, exclusion from school.

STRATEGES TO PREVENT BULLYING

We will follow the following methods to try to prevent bullying:

- Ensure that the school rules are familiar to all pupils.
- Sign a bullying prevention agreement.
- Follow an unit of cross-curricular work on bullying in the PSE lessons
- Read stories and poems about bullying.

- Role play.
- Discussion regarding the information in the work diaries.
- Whole school assemblies.
- Confidential box at school.

SUPPORT SERVICES

NSPCC

www.nspcc.org.uk NSPCC Bullying Online

www.bullying.co.uk NSPCC Kids Zone

help@nspcc.org.uk

0808 800 5000

Childline

www.childline.org.uk/Bullyingasp

08001111 Kidscape

www.kidscape.org.uk Kidscape

Parents Helpline 0845 1 205 204

Children's Legal Centre 0845 345 4345

Parentline Plus 0808 800 2222

Youth Access 020 8772 990

