



**MISKIN PRIMARY SCHOOL**  
**Ysgol Gynradd Mysgyn**

**Anti-Bullying Policy**

## INTRODUCTION

**'This school exists for its pupils to enjoy their todays and prepare for their tomorrows.'**

The Anti-bullying policy reflects the school mission statement with a view to providing a safe and enriched environment where success is celebrated pupils enjoy their learning and the pursuit of excellence is emphasised in order to prepare pupils for later life.

The school aims to foster values of tolerance and mutual respect through promoting the 3 Rs, RESPECT, RESPONSIBILITY and RELIABILITY.

In Miskin Primary School bullying behaviour is contrary to the school ethos.

We recognise that bullying is a concern for all of us, including pupils, teaching, non-teaching staff, parents and governors.

## AIMS

The aims of this policy are to:

- Prevent or reduce bullying in any form.
- Adopt a consistent approach to dealing with incidents of bullying.
- Create an emotionally safe environment where positive relationships can develop.
- Ensure that all pupils, parents and staff are aware of this policy and their roles and responsibilities in contributing to its success.

## PRINCIPLES

Pupils have a right to learn in a safe and supportive environment, free from intimidation and fear.

The welfare/well-being needs of all children and young people are paramount and pupils' needs (whether bully or targeted pupil) need to be separated from their behaviour.

When bullying concerns are identified our school will work in a restorative and solution focused way to achieve the necessary change.

Pupils who are targeted will be listened to and supported.

Pupils who engage in bullying behaviour will be listened to and encouraged to accept responsibility and change their behaviour.

Staff are aware of bullying prevention including effective, appropriate strategies for intervention.

Where a concern arises, staff will receive ongoing support from Senior Managers.

Parents will be made aware of our school's practice to prevent and to respond to concerns through parent information meetings, consultation processes and where necessary, their active participation in partnership with the school to resolve concerns involving their child.

## **FORMS OF BULLYING**

Bullying can take many different forms and is behaviour that **intentionally and persistently** causes distress to others.

What is not bullying?

It is important to point out that not all incidents are bullying. Some behaviour, particularly with very young children, might be aggressive but have no knowing intent to cause distress or injury. It is not bullying when two people have an occasional fight or disagreement.

### **PHYSICAL BULLYING**

e.g. hitting; pushing; kicking; tripping; spitting; hair pulling; throwing things; interfering with another's property by stealing / hiding / damaging / intruding upon it;

- extortion / threatening demands for money or other items
- writing or drawing offensive notes / graffiti about another

### **VERBAL BULLYING**

e.g. name calling; insulting or offensive remarks; accusing; taunting; put downs

- ridiculing another's appearance/way of speaking/disability/personal mannerisms/race/colour/religion;
- humiliating another publicly
- spreading malicious or nasty rumours; threatening; intimidation; mocking; sarcasm

### **EMOTIONAL BULLYING**

e.g. excluding/shunning others from group activity/social setting or play;

- belittling another's abilities or achievements;
- menacing looks/stares;
- rude signs or gestures

### **CYBER BULLYING**

e.g. misuse of e-mails, images, text, blogs, tweets, forums and chat rooms to hurt /embarrass /demean /harass /provoke or humiliate another using perceived anonymity

- misuse of mobile phones by text messaging /calls or images – again to hurt /embarrass /demean /harass /provoke or humiliate another using perceived anonymity
- unauthorised publication or manipulation of private information; impersonation

These 4 categories may be inter-related

### **Why is it Important to Respond to Bullying?**

Bullying hurts. No one deserves to be a victim of bullying. Bullying has the potential to damage the mental health of a victim. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

### Signs of stress in pupils which may indicate Bullying

- Child's unwillingness to attend school / lateness /erratic attendance.
- Avoidance, hanging back from playground or staying late at school.
- Deterioration of work or mislaid books, money, equipment or belongings / under achievement.
- Spurious illness / non specific pains, headaches, tummy upsets, withdrawn, loss of appetite.
- Nail biting / flinching / jumpiness / forgetfulness / distractibility.
- Impulsive hitting out / out of character temper, flare up or restlessness / sudden aggressiveness.
- Stresses manifested at home – bed wetting / insomnia / nightmares / restlessness and irritability.
- Reluctance to sit beside or near certain pupils / hesitant to walk home.

(N.B. whilst these behaviours may be symptomatic of other problems – bullying may be one possible reason)

### **STRATEGIES TO PREVENT OR REDUCE BULLYING**

Miskin Primary School has established and will maintain the following strategies to prevent and reduce bullying behaviour:

#### **Proactive Strategies to ensure awareness is raised.**

- Promote School Ethos at all times (as regards Bullying - be a TELLING / LISTENING / RESPONDING school).
- Awareness of Rights and Responsibilities. 3Rs.
- Recognise and reward good behaviour. (use of achievement assemblies)
- Use of creative learning to enhance social and emotional skills.
- Ensure that all staff (teaching and non-teaching), parents and pupils and all members of the school community are aware of the school code of conduct as set out in the Home School Agreement.
- School assemblies - addressing Bullying and providing Anti-Bullying Strategies.
- Appropriate supervision - playground / general school environment.

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- Consultation with School Council.
- Use of PSE lessons / Circle time.
- Promotion of Playground Friends / Buddy Bus Stop (Specified area in the playground).
- Questionnaires.
- Good parental communication.
- Awareness raising eg Nursery Parent Induction meetings, class information meetings, School Policies, newsletters, website.
- Awareness of national Anti-Bullying Week (in November each year).
- Use of ELSA and Thrive trained practitioners when appropriate.
- Use of outside agencies - NSPCC, Childline, Save the Children, Behaviour Support Team.
- Staff training / effective communication.

### **Reactive Strategies**

The following steps will be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- Attempts will be made to resolve the situation quickly.
- Reports will be taken seriously.
- Steps will be taken to ensure the child feels safe and secure.
- Significant incidents will involve further investigation and recording on school incident forms. A clear account reported to the appropriate members of staff i.e. class teacher / head of Key Stage / Deputy Headteacher, Headteacher, Designated Teachers for Child Protection.
- Significant or repeated incidents will require parents to be informed.
- Disciplinary measures / sanctions will be explained and used.

### **When dealing with bullying behaviour the school will aim to:**

1. Stop the bullying behaviour.
2. Protect and support the bullied pupil.
3. Change the attitude and behaviour of the bully.

Every child can make mistakes and can behave in ways that are hurtful to others. In most cases a quiet word and an explanation of how others feel is sufficient to make a difference. Children can and do learn over time how to care for themselves and for others. We believe that learning from mistakes and being genuinely sorry for them is part of growing up to be a socially well adjusted person. We believe much can be achieved by talking with the perpetrator and the victim to achieve a resolution and reconciliation. In some cases, however, talking things through will not make enough of a difference and in these cases we reserve the right to apply a range of sanctions as noted in school Discipline Policy.

In Miskin Primary School if any type of bullying is highlighted, the following strategies will be implemented by staff in two stages:

### **STAGE 1**

All staff will:

- Listen to concerns when reported.
- Identify those involved in the bullying incident.

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- Give each pupil the opportunity to talk. The discussion will focus on finding a solution and stopping the bullying from recurring.
- Staff will remain neutral and avoid direct, closed questions.
- The pupils are helped to find their own solution to their personal disagreement and discuss how their proposals will be put into action.
- Other appropriate members of staff will be informed i.e. class teacher, non-teaching staff, head of Key Stage, Deputy/ Headteacher. Incidents will be recorded as appropriate on school incident forms.
- Pupils may be required to attend ELSA session/s if deemed appropriate.
- A follow-up session/discussion is useful to find out whether the solution has been effective or not.
- The child displaying unacceptable behaviour, may be asked to genuinely apologise (as appropriate to the child's age and level of understanding) Other consequences may take place. Eg a parent being informed about their child's behaviour and a request that the parents support the school with any sanctions that it takes (See Discipline Policy). Wherever possible, the pupils will be reconciled.

### **STAGE 2**

If the problem is not resolved staff will:

1. Implement procedures within the hierarchy of sanctions (refer to Discipline Policy).
2. Pupils will be required to attend ELSA session/s individually and together as appropriate.
3. Continue to monitor the situation and follow procedures as agreed.
4. Record details as appropriate on school Incident Forms.
5. Contact parents if necessary at any stage of the procedures, depending on the seriousness of the bullying e.g. phone call, letter or request for interview by class teacher / Deputy Headteacher/Headteacher.
6. Contact outside network of support at any stage of the procedures e.g. Education Welfare Officer, Behaviour Support Team.
7. In serious cases (this is defined as children displaying an on-going lack of response to sanctions, that is, no change in behaviour of the perpetrator and an unwillingness to alter their behaviour choices), support from behaviour outreach, Thrive, counselling, reduced timetables, or even fixed or permanent exclusion\* will be considered.

\*Exclusion from the school premises during the lunch period. In the case of a pupil in receipt of free meals the exclusion will take effect as soon as the meal has been taken. Such disciplinary action must be taken in accordance with Welsh Government guidelines.

\*Suspension from school for a fixed period in accordance with Welsh Government guidelines.

### **INDIVIDUAL RESPONSIBILITIES**

All members of the school community have a key role in promoting, implementing and supporting the Anti-Bullying policy of Miskin Primary School. It is important that there is a collaborative whole school approach to address any difficulties which may be encountered. Everyone should work together to create a safe, happy and anti-bullying environment.

**Staff should:**

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- Provide a safe, secure and caring environment.
- Promote and sustain good behaviour.
- Listen to all reports of bullying.
- Address each situation in line with procedures.
- Work collaboratively with all relevant members of the school community, developing positive partnerships with parents.

### **Pupils should:**

- Report all incidents of bullying (if a child is being bullied or if another pupil is being bullied - TELL SOMEONE)
- Follow the school's code 3Rs in line with Home School Agreement
- Avoid inappropriate behaviour which might be considered as bullying
- Be respectful and supportive to others
- Go to the Friendship stop
- Write your concern and post it in the 'worry box'
- Tell a parent or adult at home whom you feel you can trust
- Discuss it as part of your PSHE time
- Ring Childline and follow the advice given

### **Parents should:**

- Work in partnership with the school in line with Home School Agreement
- Advise their children to report any concerns to a member of staff
- Discourage behaviours which might be considered as bullying
- Stress to their children that retaliation is not helpful
- Contact the School Secretary to arrange an appointment with the child's class teacher and /or Headteacher to discuss concerns
- Co-operating with the school, if their child/children are accused of bullying, try to ascertain the truth and point out the implications of bullying, both for the children who are bullied and for the bullies themselves
- Accept their role in dealing with bullying behaviours which occur outside the school so that they do not interfere with effective learning and teaching during the school day

### **Do Not:**

1. Attempt to sort the problem out yourself by speaking to the child whom you think may be behaving inappropriately towards your child or by speaking to their parents.
  2. Encourage your child to be 'a bully' back.
- Both of these will only make the problem much harder to solve.

## **TEACHING ABOUT BULLYING**

This will be delivered and reinforced through various areas of the curriculum: including but not exclusively PSHE and RE. The school Vision and Assembly Themes, Anti-bullying week and continued focus. Friendship Stop, E-Safety Day, Worry Box, Children are also consulted through in-school pupil questionnaires

In Foundation and Key Stage 1 classes children will be taught to be aware of different forms of bullying and how to develop personal strategies to resist unwanted behaviour.

This message will be reinforced in Key Stage 2 classes when children will be encouraged to recognise, discuss and understand the nature of bullying and the harm that can result from it.

## RESOURCES FOR THE PREVENTION OF BULLYING

We encourage a 'whole-school approach' in which children and adults work together to create an environment where everybody gets a clear message that bullying is wrong and will not be tolerated, that bullying behaviour of all kinds must be challenged.

- All school staff, teaching and non-teaching, will be familiar with the Anti-Bullying Policy and procedures for dealing with reports of bullying.
- A worry box is available in the school corridor.
- Child Protection information is on notice boards throughout the school.
- Appropriate leaflets and literature will be provided for the children.
- Children will be encouraged to understand their roles in preventing bullying using, for example, drama; role-play and novels. Children will be guided to understand the feelings of bullied children and to practise the skills they need to avoid bullying.
- Parents can access a copy of the school's Anti-Bullying policy on the school website or request a paper copy from the school office. They will be aware of procedures to use if they are concerned that their child is being bullied or does not feel safe to learn.

## LINKS WITH OTHER POLICIES

Miskin Primary School's Anti-Bullying Policy is set in the context of our Pastoral Care Programme and reflects our Mission Statement. It links with other policies such as:

Safeguarding & Child Protection  
Special Educational Needs

Discipline Policy  
Health & Safety

Curricular Policies

## RACE EQUALITY AND EQUAL OPPORTUNITIES

All children have equal access to the curriculum regardless of their race, gender, disability or ability. Teachers plan work that is differentiated so that all groups and individuals can achieve their potential and are committed to creating a positive climate that will enable everyone to work free from racial intimidation and harassment.

## MONITORING AND EVALUATION

This policy was formulated by Mrs F Davies Headteacher in consultation with school Governors, staff, pupils and parents. It has been approved by the Board of Governors and it is the intention of the staff to review and update it regularly.

It is important to remember that staff, pupils and parents **all** have an active part to play and have a responsibility to ensure an effective implementation and maintenance of this policy.

## USEFUL WEBSITES & TELEPHONE NUMBERS

NSPCC (FullStop) campaign

0808 800 5000

### HELP ORGANISATIONS:

Bullying Online [www.bullying.co.uk](http://www.bullying.co.uk)

Visit the Kidscape website [www.kidscape.org.uk](http://www.kidscape.org.uk) for further support, links and advice

## Miskin Primary School Anti-Bullying Policy

### **REVIEW**

This policy will be reviewed biannually or earlier if incidents occur that suggest the need for review. The school uses the guidance produced by the Local Authority to inform its action planning to prevent and tackle bullying.

Date endorsed by Governing Body \_\_\_\_\_

Policy to be reviewed \_\_\_\_\_