

Ysgol Glan y Môr Anti-bullying Policy

Policy Statement

The Education Department of Gwynedd Council has an anti-bullying policy that is based on the Welsh Government guidance document No: 050/2011 – Respecting Others: Anti-bullying overview.

Every learner in every school has the right to learn, free from the fear of bullying, whatever form that bullying may take. Everyone involved in a learner's education needs to work together to ensure that this is the case.

Schools need to take an active approach to tackle all forms of bullying, and should be taking action to prevent bullying behaviour as well as responding to incidents when they occur.

The Education Department of Gwynedd Council defines bullying, in line with the Welsh Government's definition, as an act that is:

- **deliberately hurtful** (including aggression)
- **repeated often over a period of time**, while recognising that even a one-off incident can leave a learner traumatised and nervous of future recurrence
- difficult for learners to defend themselves against.

Individual learners' perspectives on what constitutes bullying is also a key element to take into account.

Research shows that bullying can have a devastating effect on the lives of young people. For some, it can cause distress and have long term effects on social and emotional development.

It is recognized that educational attainment, school attendance and the emotional well-being of children and young people are interrelated. The school stresses the importance of ensuring that pupils feel safe in school for educational and moral reasons.

The school recognises that everyone in the school has the right to be respected and to be happy and confident. Bullying in any form is wrong.

Bullying is usually a recurrent behaviour that makes someone feel uncomfortable or threatened. The behaviour can be deliberate but not necessarily.

Bullying can be -

- **physical** - hitting, pushing, or threatening to do so;
- **verbal** - threatening, swearing, name-calling, spreading rumours;
- **emotional** or **psychological** - mocking, excluding from groups or activities, graffiti;

- **racial** – name-calling, graffiti;
- **sexual** - insinuations, inappropriate touching;
- related to any **special needs** that a pupil has;
- **technological** – using modern technology (internet, mobile phone);
- between pupils, other children, parents or staff.

Bullying is unacceptable in any form – it can cause great harm and the school will do everything possible to prevent it; the 1998 Human Rights Act underlines the importance of this. The school will take every opportunity to stress that we will not tolerate any kind of bullying. All allegations of bullying will be taken seriously.

Racial bullying is obviously contrary to the school's anti-racism policy and is unlawful under the 2000 Race Relations Act.

Definition of responsibilities:

The Governing Body:

- to adopt an anti-bullying policy and review its effectiveness regularly;
- to delegate the day-to-day operation of the policy to the Headteacher.

The Headteacher:

- to advise the Governing Body as they formulate their anti-bullying policy and subsequently report on its implementation;
- to consult with both pupils (through the School Council) and parents when formulating the policy;
- to ensure that every head of year is responsible for the day to day operation of the policy;
- to arrange staff-training to raise awareness of bullying and strategies to respond to it and offer guidance in the Staff Handbook;
- to ensure that staff and pupils are aware that bullying in any form is unacceptable;
- to ensure that the pupils' Personal and Social Education programme advises on how to respond to bullying;
- to promote anti-bullying activities in the school, allowing bodies such as ChildLine and the NSPCC to come and work with pupils;
- to arrange support for pupils who are bullied, and those responsible for bullying e.g. meeting the Education Welfare Officer;
- to be prepared to meet the parents of children that are being bullied and to arrange to see the parents of those responsible for serious bullying;
- to arrange to punish pupils found responsible for bullying according to the school's Disciplinary Guidelines. This may include suspension in very serious instances involving violence and/or reporting the matter to the police;
- to ensure that the Education Authority's Child Protection Policy is followed in relevant cases;

- to keep a record of serious cases of bullying in a file. The parents of any named pupil have the right to see a copy of the record on their child.

Head of Year:

- to be responsible for the day-to-day implementation of the policy;
- to offer pupils advice and support;
- to contact parents and to arrange to meet the parents of children who are bullied or children who are responsible for serious bullying;
- to refer pupils who have been bullied to the Education Welfare Officer and/or other relevant agencies;
- to punish those found to be responsible for bullying;
- to keep records of cases of bullying.

Teachers:

- to be aware that bullying in all forms is unacceptable;
- not to ignore cases of bullying;
- to refer cases of bullying or suspected bullying to the Head of Year and/or the Senior Management Team;
- to receive training on how to respond to bullying and how to support pupils.

Ancillary staff:

- to be aware that bullying in all forms is unacceptable;
- to refer cases of bullying or suspected bullying to the Head of Year and/or the Senior Management Team.

Parents:

- to inform the school about incidents of bullying;
- to report subsequently on the situation noting if there has been any improvement/deterioration;
- to encourage the child to tell the staff about incidents of bullying;
- to support the school by not encouraging their children to retaliate.

Pupils:

- to inform staff of any instances of bullying (being bullied themselves or seeing someone else being bullied);
- to report subsequently on the situation noting if there has been an improvement/deterioration;
- not to respond by retaliation;
- to take advantage of any opportunity to discuss bullying with other pupils;
- to realise that making false accusations of bullying is a serious disciplinary matter;
- to discuss the policy in a meeting of the School Council.

