



Pentyrch Primary School Ysgol Gynradd Pentyrch

“Learning and Growing Together”



“Dysgu a Thyfa Gyda’n Gilydd”

Anti-Bullying Policy

2016- 2017

Last Revision Date –June 2017
Next Review Date- June 2020



Introduction

1. It is a Welsh Government requirement that all schools have an anti-bullying policy. This policy follows guidance in National Assembly for Wales Circular No. 21/2003 Respecting Others: Anti-Bullying Guidance. Guidance defines bullying as actions that are meant to be hurtful, and which happen on a regular basis. Bullying can be direct (either physical or verbal) or indirect (for example, being ignored or not spoken to).

Aims and objectives

2. Bullying is wrong and damages individual children. At Pentyrch Primary School we therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. We aim to produce a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying. Our Vision and Aims provide the 'touchstone' to ensure this.
3. This policy aims to produce a consistent school response to any bullying incidents that may occur. 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.

The role of governors

4. The governing body supports the Headteacher in all attempts to eliminate bullying from our school. The governing body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.
5. The governing body will monitor incidents of bullying that occur, and review the effectiveness of this policy regularly. The governors require the Headteacher to keep accurate records of all incidents of bullying, and to report to the governors on a termly basis about the effectiveness of school anti-bullying strategies. This record is kept in the individual class files.
6. A parent/ carer who is dissatisfied with the way the school has dealt with a bullying incident can write to the chair of governors in line with the complaints policy.

The role of the Headteacher

7. It is the responsibility of the Headteacher to implement the school anti-bullying strategy, and to ensure that all staff (both teaching and support staff) are aware of the school policy, and know how to identify and deal with incidents of bullying. The Headteacher will report to the governing body on a termly basis about the effectiveness of the anti-bullying policy on request.
8. The Headteacher ensures that all children and staff know that bullying is wrong, and that it is unacceptable behaviour at Pentyrch Primary. The Headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use an assembly as the forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.



9. The Headteacher ensures that all staff, including lunchtime staff, receives sufficient training to be equipped to identify and deal with all incidents of bullying.
10. The Headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. This is detailed in the school Behaviour Policy. When children feel they are respected and important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour. Our vision and Aims outline the school climate we wish to foster.
11. The Headteacher keeps the bullying log in the office and reviews it regularly to observe any trends and action any necessary intervention.
12. The Headteacher upholds the schools staged approach towards bullying. The stages include investigation and discussion with all parties involved, formal warnings, fixed term exclusions and ultimately permanent exclusions. Post-incident support will be available for both victims and bullies.

The role of teachers and support staff

13. All the staff at Pentyrch Primary take all forms of bullying seriously, and seek to prevent it from taking place.
14. If teachers or support staff witness an act of bullying, they will either investigate it themselves or refer it to a member of the SLT. Teachers and support staff do all they can to support the child who is being bullied. Teachers keep a record of all alleged incidents that happen with their class in their diary and transfer to the school bullying log. If a child is being bullied or is a bully over a period of time, then, after consultation with the Headteacher, the teacher informs the child's parents.
15. When any bullying takes place between members of a class, the teacher will deal with the issue immediately following the schools staged approach. At the initial stages this will involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. Time is spent talking to the child who has bullied: explaining why his/her action was wrong, and that child is encouraged to change his/her behaviour in future. If a child is repeatedly involved in bullying other children further stages are instigated and we inform the Headteacher and the special needs coordinator. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies or consider exclusions.
16. A Bullying Logbook is kept, in the office, in which staff record all incidents of bullying that occur both in and out of class. Incidents that occur near the school, or on the children's way between school and home may be recorded, if the class teacher thinks this is appropriate. Any adult who witnesses an act of bullying should record it in the logbook.
17. All members of staff attend training as necessary which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management.
18. Staff use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, stories etc., within the formal curriculum,



to help pupils understand the feelings of bullied children, and to practice the restraint required to avoid lapsing into bullying behaviour. Celebration time is used to praise, reward and celebrate the success of all children, and thus to help create a positive atmosphere.

The role of parents/ carers

19. Parents/ carers, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact the Headteacher. If they remain dissatisfied, they should follow the school's complaints procedure, which is available on the school website.
20. Parents/ carers have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

The role of pupils

21. Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know.
22. Pupils are invited to tell us their views about a range of school issues, including bullying at regular intervals. Our School Council will discuss and regularly review our anti-bullying policy.

Monitoring and evaluation

23. This policy is monitored regularly by the Headteacher, who reports to governors on a termly basis about the effectiveness of the policy.
24. This anti-bullying policy is the governors' responsibility, and they will review its effectiveness annually. They do this by considering the outcomes of the School's Bullying Logbook, where incidents of bullying are recorded, and by discussion with the Headteacher. Information is analysed for patterns of people, places or groups. They look out in particular for racist bullying, or bullying directed at children with disabilities or special educational needs.
25. We believe this policy will be effective only if we ensure consistency across the school by regular monitoring.

Signed:

Headteacher

Chair of Governors

Date:

Date: