



"United we, Empower, Nurture and Challenge."

"Wrth uno mae'n ein arfogi i feithrin a herio."

Blackwood Primary School **Ysgol Gynradd Coed Duon**

Anti-bullying Policy *Polisi Gwrth-fwlio*

SCHEDULE FOR DEVELOPMENT, MONITORING & REVIEW

| | |
|------------------------------------|--|
| Policy Reviewed & Adopted | |
| This policy is due to be reviewed: | |
| Ratified by Governors (sign): | |
| Headteacher's Signature: | |

Mission Statement

“United we Empower, Nurture, Challenge”

Wrth uno mae’n ein argofi i feithrin a herio

Empower

We empower our community to take ownership of their learning and pursue their aspirations.

Nurture

We nurture by fostering an inclusive environment that values empathy and resilience.

Challenge

We challenge individuals to set high standards, encouraging motivation and critical thinking for continuous improvement as lifelong learners.



This policy aims to give all members of the school community clear guidance about the rationale, principles, strategies and expectations in relation to anti-bullying at Blackwood Primary School.

Aims

- To provide a safe and secure environment which is bully free for all our children to play and work in
- To act swiftly and decisively when dealing with all reported incidents of bullying.
- To ensure all incidents are investigated - recorded.
- All actions taken are monitored to assess its effectiveness.

Bullying - A Definition

Bullying occurs when an individual(s) persistently threatens to impose their will or power upon another or others against their wishes, with the particular aim of causing that person (persons) harm or distress. Bullying involves dominance of one person by another, or a group of others, is premeditated and usually forms a pattern of behaviour.

ABA (Anti-Bullying Association) defines bullying as:

“the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.”

Bullying is therefore any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people that is repeated over an extended period of time and is difficult for victims to defend themselves against.

It can take many forms but the main types are:

- Physical – hitting, kicking, taking another’s belongings
- Verbal – name calling, insulting, making offensive remarks
- Indirect – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours,
- Cyber Bullying- sending malicious emails, text messages or posting photographs without permission on mobile phones/social networking sites.

Some forms of bullying are attacks not only on the individual, but also on the group to which he or she may belong. Within school we will pay particular attention to:

- Racial harassment and racist bullying
- Sexual bullying
- The use of homophobic language
- Bullying of pupils who have special educational needs or disabilities.



School Philosophy on Bullying

At Blackwood Primary School we are fully committed to the protection of children in our care and we will not tolerate bullying behaviour at any level. We encourage a kind and empathic ethos within our school community. We recognise that all children have a human right to be educated in an environment which:-

- Is safe, caring and secure
- Values their views and opinions
- Shows awareness of all their needs

We always begin the school year by revisiting our school rules that are positively phrased and underpin every aspect of school life. These rules are titled 'Ready, Respectful and Safe'.

Staff Responsibility

All school staff are urged to adopt the utmost vigilance in order to recognise acts of bullying at the earliest opportunity. Therefore, adult supervision must be evident especially at flashpoint areas in classrooms, cloakrooms and play areas around the school. Equally, staff are urged to remain aware of bullying incidents whilst in the classroom environment; as often these actions are hidden in plain sight.

All incidents relating to bullying that are reported to staff are dealt with according to Welsh Government Guidance and all matters will be referred to the Headteacher and recorded as necessary using the Bullying Incident Report Form (Appendix Document 1). The parent/carer will be informed of the allegation, investigation and outcome using the Anti-bullying Report Form (Appendix Document 2).

Staff **remember** that often the act of bullying is sometimes a cry for help by a child, and all actions involving offending pupils will be relative to the individual circumstances in which the act occurs.

During staff meetings, staff frequently discuss key concerns about individual children so that all staff are aware of any potential bullying incidents so that they can keep a close eye on pupils at break times. Midday supervisors are also in daily contact with the Head Teacher and Senior Leadership Team and report any concerns regarding bullying to them. All members of staff have Child Protection and Safeguarding training annually to ensure they have the most up to date information and strategies to support any targets of bullying.

Staff use a cross curricular approach to highlight bullying issues through Health and Wellbeing provision and the schools Value Curriculum.

Pupils participate in:

- Jigsaw
- Circle time
- Class Assemblies
- Collaborative and discussion work
- Whole school involvement in activities during Anti-Bullying Week



Guidelines for Children

Dealing with Children who Bully Others – Strategies and Disciplinary Procedures

Any child who is found to be bullying another child can expect the following dependent upon the severity of incidents:

- A note/letter or oral apology to the child being targeted
- Interview and consultation with anti-bullying lead
- Involvement of parents in establishing clear strategies to deal with their child's behaviour
- Additional support from relevant agencies to identify and tackle the underlying causes of the bullying activity
- Fixed term exclusions-if early interventions have not worked
- Permanent exclusion in the event of extreme acts of violence

It is very important for Blackwood Primary to leave avenues open for perpetrators to change their behaviour. We recognise that perpetrators often have a lot of distress in their lives and this can be a direct cause of their actions. The school actively works to promote the self esteem of the perpetrator as this is often an underlying factor.

Children who feel they are being bullied:

Children who experience acts of bullying are actively encouraged to tell an adult or friend that they can trust, or a school buddy either in or out of school ***as soon as possible*** after the act occurs.

Activities and Events that Support the anti-bullying message

- Children can nominate a trusted adult to act as a mentor
- The school has a peer mentoring / buddying programme where older pupils take children under their wing and will offer support needed.
- Anti-Bullying Crew; a committee of children from Year 2 to Year 6 chosen by their peers to contribute to the school's anti-bullying message
- Anti-Bullying Week
- Show Racism the Red Card Workshops
- Child Exploitation and Online Protection (CEOP) workshops and assemblies
- Working with the Police Liaison Service
- Workshops and school events are regularly scheduled to highlight the school's anti-bullying message
- The school council and class councils are also encouraged to discuss the issue of bullying and how best to address it.
- Play Initiatives – promoting play and friendship both inside and outside school.

Other Messages about Bullying



It is important to distinguish between bullying and a fall out with friends. Bullying is a term that is often used inappropriately to describe a minor fall out. Pupils are taught through the schools Health and Wellbeing provision to distinguish between acts of bullying and minor incidents.

Pupil Voice

The message from the Anti-Bullying Crew is clear: "We want to support children in Blackwood Primary School in knowing their rights to feel safe in school." They believe that every child should feel comfortable and confident in their school environment following the Rights of the Child. When pupils feel secure, they can truly shine and reach their fullest potential. We stand united in making Blackwood Primary a safe and nurturing place for all, where kindness and respect are at the heart of everything we do.

Guidelines for Parents

Parents are urged to contact the school as soon as they suspect their child has been a target of bullying. Please see Appendix Document 3 for the Bullying Complaints Procedure for the steps to follow when contacting the school regarding a suspected incident of bullying.

Parents are very often best placed to recognise the signs that suggest their child is a target of bullying.

The most common signs are:

- Sustained periods of silence or withdrawal
- Loss of appetite
- Feelings of nausea or feigning illness
- Reluctance to come to school-leading to attendance issues

The school will act positively when dealing with all reported incidents. All incidents will be investigated thoroughly with the appropriate action taken, once the investigation is complete. A Bullying Incident Report Form will be completed with the child who feels they are being bullied. The child can draw, write and have the information scribed by an adult to complete this form. This form will help to ascertain the following necessary information:

- Times and dates of incidents
- Nature of bullying
- Names or descriptions of children involved
- Names or descriptions of any witnesses

Appendix

- Bullying Incident Report Form
- Anti-Bullying Report Form
- Bullying Complaints Procedure



Bullying

Bullies Out – e-mentors offer online support, email mentorsonline@bulliesout.com.

Anti-bullying charity based in Wales works with individuals, schools, colleges and youth and community settings www.bulliesout.com

Anti-Bullying Alliance – Information for schools, parents/carers and children and young people on all aspects of bullying. www.anti-bullyingalliance.org.uk

Kidscape – Anti-bullying charity who deliver training and workshops for children and young people who have been bullied. www.kidscape.org.uk

The Diana Award – young ambassadors trained to help others. www.antibullyingpro.com/

Helplines and support services

General Samaritans – www.samaritans.org – 116 123 free to call. Welsh Language Line: 0808 164 0123 free to call (please see website for line opening hours), e-mail, live chat and other services available

Rethink – www.rethink.org/help-in-your-area/support-groups/
0300 500 0927 Advice and information for people with mental health issues

Childline – www.childline.org.uk Tel: 0800 1111

Kooth – www.kooth.com – Counselling service

CALL – www.callhelpline.org.uk/DefaultW.asp? – C.A.L.L. Community Advice and Listening Line

Parents/carers

Family Lives – Family lives: Parents'/carers' forums confidential helpline – 0808 800 2222

ParentZone – Support and advice for parents/carers www.parentzone.org.uk

YoungMinds – www.youngminds.org.uk Young people's mental health. Parents' helpline – 0808 802 5544



Appendix 1

Bullying Incident Report Form

What happened? *Supportive script Exactly where and when did the bullying take place? Draw a picture if it helps (if outdoors, there may be CCTV or similar to refer to).*

Were there any other young people around at the time?*(If the young person can draw or describe where bystanders were, this will be useful information to support further investigation).*

Was there an adult around at the time?*(If the young person can draw or describe where the adult was standing, this will also be useful information to support further investigation... especially in the case where the adult present (say, a lunchtime, supervisor for example) may not have considered the behaviours observed as “bullying”, and failed to report it).*

Do you know the names of the people who bullied you?*(pictures of all learners are readily to hand in order to help children identify others. If identification is still a problem, ask them to describe the individuals as best as possible).*

What were you doing before the incident took place?*(This is important. It may be that the young person was doing nothing provocative. However, in some cases, such as learners with autism or ADHD, their own behaviours may be been misconstrued and triggered)*



Can you remember exactly what happened or what was said?

What happened next?

Has this happened before?

How did it make you feel?

What would you like to happen now?*This is an important question. The views of the young person who is being bullied must be taken seriously. Remember, always take the perceptions and feelings of the young person being bullied as the starting point.*



Appendix 2

Anti-Bullying Report Form

Anti-bullying Report

| | | | | | |
|------------------------------------|--|---------------|--------------------------------|--------------------------------|--|
| Date: | | Child: | | Year Group: | |
| Allegation reported to: | | | Allegation reported by: | | |
| Details of Allegation: . | | | | | |
| Investigation: . | | | | | |
| Actions: | | | | Action Completed (Date) | |
| . | | | | | |
| . | | | | | |
| . | | | | | |



Outcome:

Bullying Definition

Bullying occurs when an individual(s) persistently threatens to impose their will or power upon another or others against their wishes, with the particular aim of causing that person (persons) harm or distress. Bullying involves dominance of one person by another, or a group of others, is premeditated and usually forms a pattern of behaviour.

Bullying is therefore any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people that is repeated over an extended period of time and is difficult for victims to defend themselves against.

Appendix 3

Bullying Complaints Procedure

This document details the complaints procedure for parents when you report a suspected incident of bullying to the school. You should complete all steps in order and in writing; allowing the school suitable time and opportunity to put in place action to remedy the situation and giving the action time to take effect.

It may not be possible to completely resolve the situation immediately, but you should feel confident that timely action is being taken; if not, move to the next stage in the process.

Step 1 – report to the Class Teacher

Step 2 – report to the Anti-Bullying Lead and Family Liaison Officer

Step 3 – report to the Headteacher

Step 4 – report to the school Governing Body

Step 5 – report to the Local Authority

At every step, keep a diary or event log of all contact you have made and received, making a note of:

- who you spoke to
- how you contacted them (e.g. by phone, email, face to face etc.)
- when (date/time)
- what actions were agreed and who was responsible for these actions.

