

MAESYBRYN PRIMARY SCHOOL



Anti-Bullying Policy

Aims of the Policy

- To create a school ethos and system which encourages children to disclose and discuss incidences of bullying behaviour.
- To ensure that all stakeholders understand the true meaning of the term "Bullying" and to recognise it when it occurs.
- To reduce and eradicate where possible instances in which pupils are subjected to bullying in any form.
- To raise awareness of bullying as a form of unacceptable behaviour with school management, teachers, pupils, parents/guardians
- To develop procedures for noting and reporting incidents of bullying behaviour.
- To develop procedures for investigating and dealing with bullying behaviour.
- To develop a programme of support for those affected by bullying behaviour and for those involved in bullying behaviour
- To ensure that all pupils and staff are aware of the contents of this policy and fulfil their obligations to it.
- To meet any legal obligations which rest with the school.



Definition of Bullying

Bullying is repeated aggression, verbal, psychological or physical conducted by an individual or group against others. It also involves targeted behaviour using information technology and social media.

Setting Standards

The values and beliefs underlying this policy may be considered in the context of the following statements.

All bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify it.

The school recognises the detrimental effect on pupils who may be subjected to bullying and will work actively to minimise the risks.

Victims of bullying will be treated in a positive and sensitive manner, rather than being regarded as a burden to staff and peer groups.

The school will tackle the problem of bullying immediately it is identified.

Creating the Ethos and Raise Awareness

The school will endeavour to create a positive and pro- active system that encourages children to disclose and discuss incidences of bullying behaviour towards themselves and others. This will be done through: -

School assemblies,
PSE lessons and
"Circle time".

Pupils will be encouraged to speak about their experiences openly with other pupils so that others will realise the harm it does both physically and mentally.



Reducing and/or Eradicating Problems of Bullying

We will endeavour to reduce or eradicate problems by encouraging pupils to: -

Share the problem with others.

Always report incidents of perceived bullying however trivial to their teacher or another adult immediately so that if necessary the head teacher can be informed

Report any serious cases of bullying immediately to the head teacher.

Procedures for Reporting Incidents

When an incident occurs the victim must be given time and the opportunity to speak about the incident/s in detail so that the teacher can assess the situation. This will not only include what actually happened but any other background information that might be relevant to the bullying. The victim must feel confident that he/she will be listened to.

It is also very important that the accused is given the opportunity to put his/ her case so that the person is not falsely accused.

Witnesses to incidents are very important and should be listened to by the teachers in order to gain a wider picture of a complaint.

All staff recognise the importance of all incidents being taken seriously and that **all** reports are investigated, however trivial they may appear to be. Staff will take a calm, unemotional problem solving approach when dealing with incidents of bullying behaviour reported. In any incident of bullying the teacher will speak separately to the pupils involved, in an attempt to get both sides of the story. All interviews will be conducted with sensitivity and rationally and with due regard to the rights of all pupils concerned.

Serious incidents must be reported to the head teacher.

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Where the head teacher deems the incident of bullying to be serious and not totally resolved the parents of both parties will be informed and asked to discuss the matter at school.

All staff, -teaching and non- teaching staff should be made aware of the policy.

All staff and parents have copies available to them should see the policy at any time.

In the case of a complaint regarding a staff member, this should be reported to the head teacher. The head teacher will investigate the matter with the complainant and the teacher concerned.

Where cases, relating to either a pupil or a teacher remain unsolved at school level, the matter should be referred to the School Governing Body.

Dealing with Bullying

The "bully" should be made aware of how his/ her bad behaviour has affected the person who has been bullied. An agreement should then be made on how the victim will be treated in the future by the perpetrator.

The head teacher will decide on the best course of action. This will be determined by the frequency, the extent, the age of pupils involved.

Conclusion

An anti- bullying policy alone will not stop bullying. Bullying is an aspect of life that we strongly believe can only be reduced through an understanding of why it happens. We also firmly believe that bullying can be greatly reduced if everyone in the school is made fully aware of the detrimental effect it can cause on the individual.

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