

# Prevention of Bullying Policy

## Ysgol Eifionydd



The aim of Ysgol Eifionydd in drawing up this statement is to:

- Reduce the number and, wherever possible, eliminate cases where pupils or staff are bullied, whatever the nature of the bullying
- Ensure that there is a caring and safeguarding atmosphere at the school.
- Establish a procedure that will be acceptable to the school's members of staff and pupils.

### Definition

Bullying can be identified as "behaviour by one or more people that has a deleterious or harmful effect on an individual, whether it is a physical or an emotional effect."

### Setting standards

Any kind of bullying is unacceptable, whatever way it is conducted and whatever reason is given to justify it.

- The school recognises the deleterious effect bullying has on pupils or staff and will act to diminish the dangers.
- Support will be given to those being bullied.
- The school recognises the deleterious effect that bullying has on pupils or members of staff' performance and makes a commitment to deal with all kinds of bullying.

### Objectives

1. Implement a policy that will have been accepted by all members of staff and pupils.
2. Ensure that the atmosphere at the school reflects a community where all members are appreciated.
3. Encourage co-operation between teachers and pupils. The impression the teacher makes on a pupil is extremely important in schools – it is the teacher who sets a standard and a mode of behaviour. The respect the teachers show towards pupils encourages pupils to respect each other.
4. Ensure that the curriculum is relevant and of value to all pupils at the school. There is a danger that certain pupils will feel that they are a failure and try to be successful in other aspects of life e.g. bullying or misbehaviour.
5. Endeavour to encourage fair and consistent discipline. It is important that all members of staff are committed to the discipline policy. By adhering to the rules it is possible to create a safe and secure atmosphere for everyone.

In cases of bullying, consideration will be given regarding the appropriateness of referring under Child Protection guidelines.

### **Action to Deal with Bullying**

In an attempt to deal with bullying, the school will set up and maintain, amongst others, the following measures:

- Share specific roles and duties on staff level so that cases can be identified, behaviour monitored and appropriate after care provided.
- Keep a detailed record of any alleged cases of bullying and the steps taken following the allegation. Record on My Concern.
- Consider taking preventive measures, if necessary, such as adapting the environment or arrangements to diminish the danger of encountering cases of bullying.
- Set up a pupil forum – School Council to discuss current issues relating to bullying and to produce a bullying policy to be shared to the pupils
- Try to ensure that pupils see members of staff regularly during interval etc. and have an opportunity to talk to them. As a result there will be less cases of bullying on school grounds. The Assistant Head (Pastoral) is available for ‘drop-ins’ for pupils at 1 o’clock every day.
- Ensure that all year 7 pupils have a ‘Buddy’ assigned to them.
- Ensure that a team of mentors are on duty during lunch time at the ‘Porth’.
- Set up an induction course for new pupils to help them settle at school and gain confidence in their new environment.
- Ensure that a module on “bullying” is included in the Personal and Social Education Programme prepared for Year 7 and Year 8 pupils. Ensure that activities are organised for the anti bullying week.
- Set up a procedure to identify cases of bullying.
- Train all members of staff to ensure that they carry out the policy effectively. Train them how to use My Concern.
- Ensure that all members of staff respond in a consistent manner to cases of bullying.
- When there has been discord between pupils, take steps to encourage reconciliation.
- Where appropriate, punish the pupil responsible for bullying.

### **Action**

The Bullying forum / School Council have produced a bullying policy in consultation with the Assistant Headteacher Pastoral.

# Anti Bullying Policy

## What is Bullying?

It is the desire to hurt, threaten or frighten someone on more than one occasion.

## What to do if you are being bullied.

1. Ignore ! Don't let him/her/them know you are being affected by them.
2. Tell your tutor, Head of Year or a member of staff you feel comfortable talking to or write a note with the relevant information and place it in the Bullying Box which is situated outside Y Porth.
3. Tell your 'buddy' or another pupil so it can be reported back to your Head of Year.
4. Tell your parent /guardian. They are welcome to contact the school.

## What to do if you see or know of someone else being bullied.

1. Befriend the victim. Let them know that you are on their side.
2. Speak out and tell a member of staff. Do not encourage bullying behaviour. If you are there and don't speak out you are a part of the bullying.

# Anti Bullying Policy

## What Happens Next?

1. A member of staff (usually the head of Year) will talk to you about the situation. All the evidence will be recorded.
2. A member of staff (usually the head of Year) with your permission will speak to the suspected bully.
3. Coping strategies will be used to help resolve and monitor the situation, e.g. staff will be made aware of the situation, the pupils can move class, counselling can be put in place, the use of a log book to record evidence.
4. Both the suspected bully and the victim can meet up with the member of staff to resolve the issues. Monitoring strategies will be put into place.
5. If the bullying continues parents/guardians will be informed and the bully will be punished.

## **Role of Parents / Guardians:**

Parents/guardians can also play a vitally important part by:

- Talking to their children about the importance of suitable social behaviour.
- Informing the school immediately if they have any suspicions regarding either the person being bullied or the person responsible for bullying other pupils.
- Supporting the school in its efforts to prevent bullying.

## **Assessment Procedures**

In order to assess the effectiveness of this policy, the following standards are used to measure performance.

- Variations in the number of cases reported over a period of time and reported to the Education Authority.
- Results of the Welfare questionnaire conducted every year.

The ultimate aim is to provide a learning environment where there is no threat or fear, and that it is a safe environment.

## **GUIDELINES FOR TEACHERS WHEN DEALING WITH ALLEGED CASES OF BULLYING**

- Try to understand how badly bullying can effect some children.
- Try to identify who is bullying, where the bullying takes place and when.
- Try to identify who tends to be bullied.
- Be active in the process of eliminating bullies from the school.
- Ensure that the playground and corridors are safe and happy places for pupils.
- Listen to the complaint. Be supportive.
- Believe the pupil's story and respect his/her opinion and ensure him/her that he/she has acted appropriately in coming to you.
- Ask "neutral," open-ended questions:
  - What happened?
  - Who is responsible?
  - Where and when did this happen?
  - What did you say and do at the time?
  - How often does this happen?
  - Is this the first time?
  - Did anyone else see or hear this?
  - Have you spoken to anyone else about this?
  - How do you feel?
- Do not make the child feel that he/she is responsible for the situation or that the problem is a trivial one. The child should not feel guilty for creating the situation.
- Keep a detailed record of what the pupil alleges happened. Remember to note the date and time the allegations were made. Refer the matter immediately to the attention of the Head of Year or to a member of the Senior Management Team
- The Head of Year to follow the steps listed on the specific form. Appendix A

## **GUIDELINES TO MEMBERS OF STAFF – RESPONDING TO CASES OF BULLYING**

- Try to understand how badly bullying can effect some children.
- Try to identify who is bullying, where the bullying takes place and when.
- Try to identify who tends to be bullied.
- Be active in the process of eliminating bullies from the school.
- Ensure that the playground and corridors are safe and happy places for pupils.
- If a pupil alleges that he is being bullied, listen to the complaint and be supportive.
- Ask open-ended questions to the pupil:
  - What happened?
  - Who is responsible?
  - Where and when did this happen?
  - What did you do and say at the time?
  - How often does this happen?
  - Is this the first time that this has happened?
  - Did anyone else see or hear this?
  - Have you spoken to anyone else about this?
  - How do you feel?
- Do not make the child feel that he/she is responsible for the situation or that the problem is a trivial one. The child should not feel guilty for creating the situation.
- Do not promise the pupil that you will keep the matter confidential, explain that you have a responsibility to transfer the information to the attention of the Deputy Head or to the appropriate Head of Year.
- Present an aural report to the Deputy Head or to the relevant Head of Year about any allegations made by pupils. The Deputy Head or the Head of Year will keep a record of the fact that you have communicated the information.