

Blaenhonddan Primary School/



Anti-Bullying Policy

MONITORING AND EVALUATION OF POLICY

This policy will be reviewed annually.

Date passed by Governing Body: - Reviewed November 2024

Chair of Governors:- Mr Andrew Collins

ANTI BULLYING POLICY/PROCEDURES

In 1989, governments across the world adopted the United Nations Convention on the Rights of the Child (UNCRC), recognising that all children have the right to be treated with dignity and fairness, to be protected, to develop to their full potential and participate.

At Blaenhonddan it is very important for our children to learn about and to understand their rights, as well as know who is responsible for making rights a reality. We refer to the Rights of the Child regularly throughout our time with the children.

All children, whatever their race, creed, colour, physical appearance have the right to grow up unharmed and to have the opportunity to develop fully.

The school aims to provide a safe and secure environment for all children. Bullying is seen as the wilful desire to hurt, threaten or frighten someone else.

Bullying can be physical, verbal, online, or on WhatsApp or other social media sites. Through a whole school approach which is preventative rather than punitive we strive to make Blaenhonddan Primary School a place where pupils recognise that bullying is not acceptable. Our whole school culture and ethos will be one of positivity.

There are four main stages to establishing this policy:

Stage 1: Awareness raising and consultation.

Stage 2: Implementation.

Stage 3: Monitoring.

Stage 4: Evaluation.

As outlined in the procedures below.

OUR AIMS ARE:

- To ensure the children know what is meant by bullying and that this behaviour is not acceptable.
- To raise awareness, through assemblies, story time and circle time in the classroom.
- To deal with bullying swiftly if it occurs.
- To encourage the victim to speak out.
- To create an environment and an atmosphere in which children know they are listened to and their problems and worries are taken seriously and responded to with sensitivity.

- To inform parents of our policy on bullying
- Pupils have the right to be taught in a safe, caring atmosphere. Teachers and parents must ensure this happens.*

Elton Report

GUIDELINES

Messages for school staff

- * Never assume bullying does not happen.
- * Take bullying seriously and investigate it thoroughly.
- * Don't make premature assumptions.
- * Watch for early signs of distress.
- * Listen carefully and report all incidents to the Headteacher/Deputy Headteacher
- * Offer the victim immediate support.
- * Make it clear to the bully and his/her parents that the behaviour is unacceptable, in liaison with the Headteacher/Deputy Headteacher.
- * To be consistent in the way you deal with bullies.

Messages for children

- * Tell a grown up (teacher/mid-day supervisor) or someone you trust they will listen to you as soon as the incident happens or when you feel safe to do so.
- * Keep telling someone, use the words **'This is important'** until they believe you.
- * Cases of bullying will be seen as a breach of the school rules.

IMPLEMENTATION

The policy will be promoted during:

- Religion, Values, Ethics
- Topic Work
- Health & Wellbeing curriculum
- Circle time
- Story time
- Role play
- Buddy / Peer Mentor training for Year 6 pupils
- Visits out / visitors to the school

PROCEDURES TO BE FOLLOWED IF BULLYING IS SUSPECTED

Staff must inform the Headteacher about any bullying incident they have witnessed. A record which is found in **Appendix 1** of this policy will be kept of each incident as appropriate.

Lunchtime Supervisors must report any problem they have noted to the Headteacher.

Any bullying incident reported to the Headteacher or staff by parents will be investigated quickly and thoroughly. Parents are informed of the outcome.

Assurance and support must be given to the victim. The bully must be made very aware of the disapproval felt at the school about his/her behaviour.

Staff should be informed about the incident, the victim and the culprit, so that further behaviour can be monitored.

Parents are kept informed and if necessary a meeting will be set up to try to resolve the problem.

If the problem persists, the child may be referred to the special Needs Services as requiring assistance from the Educational Psychologist and the Behaviour Support Team.

The appropriate procedure for schools under the new is:

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| <u>Stage 1</u> | The Headteacher deals with the problem and if necessary enlists the co-operation of the parents. |
| <u>Stage 2</u> | The Head and teacher resolve the problem with the help of the parent/s and the class teacher and teaching assistants, who together would advise agreed programmes of intervention relating to both victim and bully. |
| <u>Stage 3</u> | If the problem persists the Headteacher would review the action taken so far, suggest additional programmes of behaviour modification, perhaps involving other agencies, and monitor the effects of the intervention. |
| <u>Stage 4</u> | The Statementing procedure may be implemented in the event that the bully's aggressive behaviour fails to respond to the steps outlined above. |

EXCLUSIONS

In extreme cases, it may be necessary to exclude a child for a certain period of time. The Headteacher will take the initial decision and all procedures will follow L.A and W.G. guidelines. Please see separate policy for Excluding Pupils. The Chair of Governors and SEN Governor will be informed immediately of any exclusion.

MONITORING

All staff will be responsible for monitoring the policy, with the Headteacher having overall responsibility. Incidences are recorded in the School Confidential Record Book (Headteacher's office cupboard).

PARENTS' COMPLAINTS PROCEDURE

The following procedure is to be adhered to when a parent has a complaint:

1. Parents should first consult with the teacher and the Headteacher.
2. If matter is not resolved a letter should be sent by the parents to the Chairman of Governors.
3. The parents will then be called to a hearing with the Disciplinary Complaints Committee.
4. In the event of an unsatisfactory conclusion the parents can meet with the Appeals Committee.
5. If there is still no satisfaction, this will be put on the agenda for a full meeting of the Board of Governors. They will then decide if this matter should be brought to the attention of the LA.
6. *LA GOVERNORS, IF APPROACHED, ALTHOUGH WISHING TO HELP THE PARENTS, MUST INFORM THE PARENTS WITH REGARD TO THE CORRECT PROCEDURE.*
7. *A copy of the Complaints Policy and Procedures can be found on the school's website.*

EVALUATION & REVIEW

This Policy Document will be evaluated and reviewed as and when appropriate as part of the school's self-evaluation process

Appendix 1
Bullying Incident Report Form

Name of Pupil: _____ Year Group: _____

Date: _____

Details of Incident:

Incident reported to (Include date and time): _____

Action taken:

Signed By: _____

Pupil: _____

Class Teacher: _____