

Anitbullying- Policy



Head Teacher		Mr Tim Redgrave	
Chair of Governors		Mrs Emma Safhill	
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Anti-bullying Policy

Definition

Bullying can be described as being 'a deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully. It can range from ostracising, name-calling, teasing, threats and extortion, through to physical assault on persons and/or their property. It can be an unresolved single frightening incident, which casts a shadow over a child's life, or a series of incidents.'

At Ysgol Esgob Morgan, staff, parents/guardians and children work together to create a happy, caring, learning environment. Bullying, either verbal, physical or indirect will not be tolerated. It is everyone's responsibility to aim to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

Bullying can be brought to the attention of staff either by the victim(s), their friend(s), their parent(s) or other interested people.

Strategy for dealing with bullying

The following is a list of actions available to staff depending on the perceived seriousness of the situation. In dealing with cases of alleged bullying, staff follow the management hierarchy listed in the Behaviour and Discipline Policy. The emphasis in dealing with bullying is on a caring, listening approach as a result of the recognition that bullies may be victims too.

- Discussions with the victim. This will require patience and understanding.
- Identify the bully/bullies. Obtain witnesses if possible. Advise the Head teacher.
- Discussions with the bully. Confront them with the details and ask them to tell the truth about the situation/incident. Make it clear that bullying is not acceptable at Ysgol Esgob Morgan.
- If they own up then follow the procedure outlined below and in the Discipline Policy.
- If they do not own up investigate further. If it is clear that they are lying, continue with the procedure. Children usually own up if presented with all the facts.
- Separate discussions with parents of bully and victim.
- Sanctions for the bully may include withdrawal from favoured activities, loss of playtimes, exclusion from school during lunchtimes, exclusion from school, depending on the perceived severity of the incident(s)
- Continue monitoring of the situation by observing at playtimes/lunchtimes and having discussions with victim to ensure no repetition.
- As the behaviour of the bully (hopefully) improves, then favoured activities etc can be reinstated, and the child should be praised for good behaviour. This will rebuild the child's self-esteem, which may have been damaged after being caught bullying, or could have been low anyway, hence the bullying.

In order to identify incidents of bullying and the identities of bullies, at Ysgol Esgob Morgan we have agreed to carry out the following strategies:

- All staff watch for early signs of distress in pupils.
- Buddies are identified who may act as a child's first contact point, if they feel they cannot tell an adult. These are children who have been elected by their peers and have undergone training in this area. In order to be easily located within the playground, they wear luminous waistcoats.

As part of the embedded PSE curriculum taught at Ysgol Esgob Morgan, a pro-active approach to teaching pupils the skills and understanding necessary to good citizenship is taught and developed. This is particularly developed through the SEAL programme and every year - the Anti Bullying Unit is taught through collective and class services. In addition to this, we adopt the strategy of positive reinforcement of appropriate behaviour, and the provision of good role models through our own good behaviour and conduct. This is the explicit expectation of all pupils, staff, Governors, parents and visitors to the school.