



# Anti-Bullying Policy

This policy acknowledges the Welsh Government's Respecting Others Guidance 2011 and complies with the Equality Act 2010.

This policy should be read in conjunction with the Behaviour Policy and Strategic Equality Plan.

## 1. A definition of bullying

***Bullying is “a persistent, deliberate attempt to hurt or humiliate someone and often involves an imbalance of power where a person or group of people repeatedly and intentionally cause emotional and/or physical harm to another person or group of people. Isolated incidents of hurtful behaviour, teasing, arguments or falling out between individuals of equal power should not be seen as bullying.”***

Bullying can take many forms, but the three main types are:

- Physical – hitting, kicking, taking belongings, sexual harassment or aggression
- Verbal – name calling, insulting, making offensive remarks
- Indirect – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, sending malicious e-mails or text messages on mobile phones (through social networking sites)

There are many important categories of bullying, including:

- Socio-Economic Status
- Gender Based
- Sexual Orientation
- Homophobic
- Faith-based
- SEN/Disability
- Gifted/Talented
- Cyber
- Racist

*In school we have worked hard with the children and now have a shared definition of bullying as **Several Times On Purpose (STOP)***



## **Racist Incidents & Racist Bullying**

***A racist incident is “any incident which is perceived to be racist by the victim or any other person.”***

All incidents of racist bullying are racist incidents and will be reported to the Local Authority in accordance with the LA E Form.

Not all racist incidents, however, are necessarily instances of racist bullying. Racist bullying is included in the general definition of bullying, see above, because of a persons’ colour, ethnicity, culture, language, faith community, national origin or national status.

## **2. Whole School Approach to Bullying Prevention**

In The Dell Primary School all members of our school community should be able to feel safe and respected. We will challenge all forms of bullying and discrimination and such behaviour is unacceptable. This policy has a clear link to the schools Positive Behaviour Policy.

The school uses the following strategies:

- Buddying
- Peer Mediators
- Circle of Friends
- Peer Supporters
- Positive Class / School Rewards
- Restorative Approaches
- Supervision during break and lunch times
- National Anti-Bullying Week
- Anti-Bullying Days (twice yearly)

These strategies are supported through the curriculum in PSE / SEAL, circle time, creative writing, drama, history and RE to prevent bullying and to promote positive behaviour and good relationships within our school.

## **3. Roles and Responsibilities**

All members of the school community have an active role to play in the prevention of bullying behaviour, to promote positive relationships and respect as well as responding to incidents when they occur.

The Governing Body should:

- Ensure that every pupil has the right to learn, free from the fear of bullying or discrimination.

The Headteacher should:

- Ensure that the schools Anti-Bullying Policy and reporting procedures are known to the whole school staff, pupils, parents/carers and outside agencies (where appropriate);
- Ensure that all staff have the opportunity to receive training;
- Ensure that there is suitable and sufficient opportunity in the curriculum and non-curriculum time through the school’s PSE programme to explore issues relating to all types of bullying and discriminating incidents;

- Ensure that incidents are recorded, monitored and reported to the LA and inform the schools self-evaluation process;
- Report the Governing Body annually.

#### School staff should:

- Receive, respond, taking seriously and act upon information which is disclosed;
- Report any observed, suspected or disclosed incidents to the nominated member of staff.

#### Pupils should:

- Report incidents straight away, observing incidents can suggest support for the perpetrator;
- Tell someone you trust straight away;
- Ask parents/family or teachers for advice and help. If you are too scared to tell an adult on your own, ask a friend to go with you.

#### Parents/carers should:

- Reassure their child that they are doing the right thing to tell you;
- Remember that you may be the first person to know of any bullying incident. Try to stay calm and make notes which may be useful later;
- Contact the school;
- Work **with** the school to draw up ideas that will help to support your child.

## 4. The Management of Incidents

<h3 style="text-align: center; margin: 0;">How To Deal With Bullying</h3> <ol style="list-style-type: none"> <li style="margin-bottom: 10px;"><span style="background-color: white; border-radius: 50%; padding: 2px 8px; display: inline-block; text-align: center; width: 20px; height: 20px; line-height: 20px;">1</span> STOP? Ask yourself</li> <li style="margin-bottom: 10px;"><span style="background-color: white; border-radius: 50%; padding: 2px 8px; display: inline-block; text-align: center; width: 20px; height: 20px; line-height: 20px;">2</span> STOP? Ask a friend</li> <li style="margin-bottom: 10px;"><span style="background-color: white; border-radius: 50%; padding: 2px 8px; display: inline-block; text-align: center; width: 20px; height: 20px; line-height: 20px;">3</span> Say 'Please STOP!'</li> <li style="margin-bottom: 10px;"><span style="background-color: white; border-radius: 50%; padding: 2px 8px; display: inline-block; text-align: center; width: 20px; height: 20px; line-height: 20px;">4</span> Tell an adult you trust</li> </ol> <p style="text-align: center; font-weight: bold; color: white; margin: 0;">The Adult will help you</p>	<h3 style="text-align: center; margin: 0;">How We Deal With Bullies</h3> <ol style="list-style-type: none"> <li style="margin-bottom: 10px;"><span style="background-color: white; border-radius: 50%; padding: 2px 8px; display: inline-block; text-align: center; width: 20px; height: 20px; line-height: 20px;">1</span> If someone asks you to stop – STOP! <small>(That's your warning)</small> <i>If you don't stop...</i></li> <li style="margin-bottom: 10px;"><span style="background-color: white; border-radius: 50%; padding: 2px 8px; display: inline-block; text-align: center; width: 20px; height: 20px; line-height: 20px;">2</span> Expect to be spoken to by a teacher <i>If you don't stop...</i></li> <li style="margin-bottom: 10px;"><span style="background-color: white; border-radius: 50%; padding: 2px 8px; display: inline-block; text-align: center; width: 20px; height: 20px; line-height: 20px;">3</span> Expect your parents to be told <i>If you don't stop...</i></li> <li style="margin-bottom: 10px;"><span style="background-color: white; border-radius: 50%; padding: 2px 8px; display: inline-block; text-align: center; width: 20px; height: 20px; line-height: 20px;">4</span> Expect to be spoken to by Mr. King</li> </ol>
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## 5. Incidents outside of School

A good deal of bullying can take place outside of school, to and from school, on school transport, school trips or on mobile phones and social networking sites. All pupils are expected to comply with the School Travel Code 2010 (see school Behaviour Policy and Acceptable Use of ICT Policy).

The school **may take reasonable** steps, at the discretion of the head teacher, to investigate incidents that have a negative impact on the orderly running of the school and/or might pose a threat to another pupil during school time or member of staff.

## **6. Working with the Police**

The school will cooperate with the police if a pupil or parent/carer has reported an incident. Some forms of bullying behaviour may involve criminal offences and in these cases the school will contact the Schools Community Police Officer (SCPO). If the matter is urgent and the SCPO is unavailable, the school will contact the police directly in order to protect the person experiencing the bullying and to respond appropriately to the incident (see All Wales School Crime Beat Policy).

The school will also work in partnership with the SCPO as part of the schools bullying prevention work (see [www.schoolbeat.org](http://www.schoolbeat.org) ).

## **7. Monitoring and Evaluation**

The school will monitor incidents of bullying and racism in order to identify patterns of behaviour and the extent of the bullying. The school will then use this data to review the effectiveness of current policy and practice and identify priorities as part of the schools' self-evaluation process. The school will also take into consideration any findings or recommendations from Estyn Inspections, independent reviews or the LA annual report to Head teachers.

Issues of bullying, anti social behaviour and aspects of feeling safe and happy in school will be discussed periodically by the school council who will set targets and action points where necessary.

## **8. Arrangements for reviewing the policy**

This policy was adopted by the Governing Body on 15<sup>th</sup> January 2013

It will be reviewed every two years or in light of new guidance or recommendations.