

**YSGOL BRO CYNLLAITH**

**Anti-bullying Policy**

September 2020

**The Vision and Values of the School**

Schools should adopt a whole-school approach for promoting positive, respectful behaviour between staff and learners as part of their whole school approach to well-being. This approach should be woven through all school activity.

Creating an environment which encourages positive behaviour and addresses the root causes of unacceptable behaviour will help create an inclusive and engaging environment where learners feel safe and are ready to learn.

**At Ysgol Bro Cynllaith, we aim:**

* To provide a happy and safe learning environment which promotes curiosity, creativity, enjoyment and interest in all aspects of learning.
* To Provide high quality education suitable for the needs of each individual child, using a range of active and interactive teaching methods and experiences.
* To provide a personal and social education which will encourage children to become independent, confident, self-disciplined and courteous learners.
* To create a school environment which is welcoming, visually inviting, and which is safe and secure for all members of the school community.

**How Awareness of Bullying will be Raised**

If there is a good level of awareness in the whole school community about unacceptable behaviour it is likely more learners will come forward to report it.

**At Ysgol Bro Cynllaith we will:**

* Ensure that staff receive regular training on the anti-bullying policy and procedures
* Ensure that, on induction, all new staff are made aware of the policy, the approach taken by the school and how the procedures are administered
* Ensure that playground, lunch time and school transport supervisors and school administrators are fully aware of the policy and the procedures they should follow
* Regularly canvas children and young people’s views on the extent and nature of bullying.
* Ensure that pupils know how to express worries and anxieties about bullying.
* Ensure that all pupils are aware of the range of sanctions that may be applied against those engaging in bullying.
* Involve pupils in anti-bullying campaigns in schools.
* Publish the anti-bullying policy on the school website
* Publicise details of useful helplines and websites
* Offer support to pupils who have been bullied.
* Work with pupils who have been bullying in order to address the problems they have

**How anti-bullying work will be embedded in the curriculum rather than an isolated annual event (such as during anti-bullying week)**

Creating an environment which encourages positive behaviour and addresses the root causes of unacceptable behaviour will help create an inclusive and engaging environment where learners feel safe and are ready to learn.

**Successful Futures**

Successful Futures identifies 4 purposes for the curriculum. It recommends that the entirety of the school curriculum should be designed to help all children and young people to become:

* ambitious, capable learners, ready to learn throughout their lives
* enterprising, creative contributors, ready to play a full part in life and work
* ethical, informed citizens of Wales and the world, ready to be citizens of Wales and the world
* healthy, confident individuals, ready to lead fulfilling lives as valued members of societ

**At Ysgol Bro Cynllaith, we will:**

* Involve staff, learners, parents/carers and school governors in the development and implementation of the policy.
* Successful implementation of an effective anti-bullying strategy to challenge and prevent bullying in schools must involve the whole school community. Taking a whole-school approach is more likely to succeed than a single initiative by a teacher or group of learners.
* Without the wholehearted involvement of the school population anti-bullying strategies are not likely to succeed as they are unlikely to be successfully implemented. Schools should consult learners as an essential step in all stages of anti-bullying work.
* If learners feel ‘ownership’ of the anti-bullying strategy, they are more likely to abide by it. It also allows them to influence decisions on matters that affect them, in line with their rights under the UNCRC. As respected members of the school, learners are more likely to feel a sense of belonging.
* Successful anti-bullying work respects every member of the school community and demonstrates this respect rather than imposing a set of rules onto learners without any reference to how well this is working.

**At Ysgol Bro Cynllaith, we will also:**

* engage widely with the school community to ensure that our policies and procedures are relevant and update them accordingly
* set clear and realistic objectives about what the strategy aims to achieve (awareness raising activities will be undertaken to promote these objectives among staff and learners)
* provide training, if needed, on how to implement the objectives of the strategy
* consult with all those involved in implementing the strategy as to how well the strategy is working

**Schools should engage with parents/carers, taking into account the following considerations when developing and rolling out their anti-bullying strategy.**

**At Ysgol Bro Cynllaith, we will ensure that parents/carers:**

* are aware of the strategy
* know how the school would like them to report any concerns and how to escalate matters appropriately should they not be satisfied with the outcome of their initial concern
* know who to speak to when raising a concern about bullying and what evidence to provide
* have been engaged to support their children and support the vision and values of the school
* are aware that prejudice and discrimination are unacceptable within the school community
* are aware of the school’s complaints procedure, in case they are not satisfied with the way the school has dealt with a case of bullying they reported
* are aware that bullying school staff via social media is not acceptable

**How bullying will be prevented, including on journeys to and from school**

**At Ysgol Bro Cynllaith we will:**

* adopt a whole-school approach for promoting positive, respectful behaviour between staff and learners as part of our whole school approach to well-being - this approach will be woven through all school activity
* create an environment which encourages positive behaviour and addresses the root causes of unacceptable behaviour – this will help create an inclusive and engaging environment where learners feel safe and are ready to learn
* teach children and train staff about respect, positive behaviour, stereotypes and addressing prejudice
* build confidence to enable unacceptable language to be challenged and addressed
* ensure effective supervision between lessons with safe places provided for vulnerable learners during these times
* communicate a clear message of positive behaviour, kindness, loyalty and team spirit

**Tailoring intervention**

Young children who bully others using insults may not always understand the hurt they have caused and may be repeating what they have heard at home or in the community.

**Ysgol Bro Cynllaith will address this through:**

* sensitive restorative work
* group activities exploring why some words are unacceptable can be used
* meetings with parents/carers to remind them about the values of the school

**When the school will take action in relation to bullying outside the school**

Bullying outside school can include online bullying.

Welsh Government guidance states that while schools are able to regulate certain conduct off school premises, such as bullying behaviour, they can only impose sanctions when the learner is on the school site or under the lawful control or charge of a member of staff.  A sanction could be imposed while a learner is on a school trip, but not while the learner is on their journey home from school for instance.  In such circumstances, the member of staff could indicate to the learner that they have been seen misbehaving and/or engaging in bullying behaviour and will receive a sanction; however, the member of staff must wait until the learner is next in school to apply the sanction.

The Welsh Government expects that any misbehaviour, including bullying, on the journey to and from school should be dealt with using the most appropriate policy, such as the school’s behaviour/anti-bullying policies or by enforcement of the Travel Code.

**How the school will respond to incidents**

Headteachers should ensure that all teachers and administrative staff, are aware of the procedures to follow if a learner reports being bullied.

Staff should be mindful that a learner may approach any member of staff they trust.  Staff training and regular updates will increase their readiness and confidence to notice and respond when issues of bullying present.

The most effective interventions are sustained over the long-term, developed with staff, learners, parents and partners in the community.  These are monitored, evaluated and revised to reflect changes in circumstances or context.  Interventions are supported by a school ethos which inhibits bullying and promotes empathy and respect for diversity.  A single strategy or initiative is unlikely to provide a solution to bullying and the most effective anti-bullying strategy will usually include a range of tools which can be adapted to suit particular incidents and form part of the school’s wider whole school approach to well-being.

Interventions may be at class level, year group level or only with the perpetrator/s.

**Whole-school Response**

There are frequently learning opportunities for the whole class or year group which can be implemented without mentioning the name of the person who reported it. This protects against retaliation.

**Responding to the Perpetrator**

**At Ysgol Bro Cynllaith we will:**

* address the perpetrator/s according to the procedures and agreed sanctions in the school if they are found to have acted inappropriately
* give perpetrators the opportunity to put their side of the story before any decisions on penalties are made
* determine the most appropriate sanction in line with behaviour policy
* aim to address the root causes for the bullying happening in the first instance - this is likely to have the greatest impact in preventing the issue from continuing.

Where isolation is used to tackle bullying, this will be used short-term and as part of a longer-term plan for addressing the root cause of the bullying.

Staff will explain to pupils the reason why they have been isolated and outline that the strategy is a short-term intervention as part of a longer-term plan to address the issue.

**How to Report Bullying**

**At Ysgol Bro Cynllaith, there are several ways in which pupils can report bullying. These include:**

* trained peer supporters or buddies
* a quiet and private space to talk
* anti-bullying pastoral leads and staff available at key times
* school nurses or counsellors
* feedback boxes
* ‘I wish my teacher knew’ cards

**Supporting the pupil who has reported that they have been bullied**

**Effective listening**

Those who are targets of bullying tend to feel powerless. One of the first steps when responding to incidents is to work to restore their capacity to make choices for themselves. Using effective listening techniques staff (or a peer supporter where these are used) can help the targeted learner to feel they are doing something about the problem.

**At Ysgol Bro Cynllaith we will:**

* acknowledge calmly the anger or distress of the targeted child or young person speaking
* try not to rush them if they need time to process their thoughts
* be mindful that it may have required considerable courage to come and report what is happening
* thank the learner for reporting the problem
* explain to them the next steps of how their concerns will be taken forward

**Consider the Setting**

**At Ysgol Bro Cynllaith we will:**

* sit at the same level as the learner reporting their experience of bullying
* place chairs at a slight angle rather than directly opposite each other to help reduce any conscious or unconscious sense of confrontation or opposition
* ensure privacy to avoid learners overhearing what is said or seeing a meeting taking place (note that for safeguarding best practice, it should be possible for other staff to observe the meeting)

**Saving evidence**

Learners who are bullied should be encouraged, where possible, to keep evidence of the activity. Evidence may include:

* threats or images sent on or offline by messaging, conversations, notes or images, damaged clothing or other belongings, online conversations or notes
* witness statements or additional evidence from bystanders
* dates and times when things happened
* screenshots

**Choices offered to the targeted learner may include:**

* how the incident will be handled
* whether changes to the learner’s current journey to or from school should be considered in more detail
* whether the learner would like help from peer supporters or agrees to join a club or activity

**What Learners Can Expect**

**At Ysgol Bro Cynllaith we will:**

* Regularly canvas children and young people’s views on the extent and nature of bullying
* Ensure that pupils know how to express, and report worries and anxieties about bullying
* Ensure that all pupils are aware of the range of sanctions that may be applied against those engaging in bullying
* Involve pupils in anti-bullying campaigns in schools
* Publicise the details of helplines and websites
* Offer support to pupils who have been bullied
* Work with pupils who have been bullying in order to address the problems they have
* Encourage pupils to discuss anti-bullying, for example through the school council
* Appoint anti-bullying champions
* Put posters around the school, in language that can be clearly understood by all pupils

**What Parents/Carers can Expect**

**At Ysgol Bro Cynllaith we will:**

* Ensure that parents / carers know whom to contact if they are worried about bullying
* Ensure that parents know about our complaints procedure and how to use it effectively
* Ensure that parents / carers know where to access independent advice about bullying
* Work with parents and the local community to address issues beyond the school gates that give rise to bullying

Having reported an issue regarding bullying to the school, if a learner or their parent/carer does not feel that the school has taken it seriously or has not addressed their concern to a satisfactory standard, they can make a formal complaint.

The school complaints policy is available on the school website and made available on request from the school or school governing body.

**How Incidents will be Recorded and Monitored**

Where schools have recorded incidents of bullying, they should demonstrate that they are taking action to challenge bullying, address unacceptable behaviour and improve learner well-being

**At Ysgol Bro Cynllaith we will:**

* implement an ongoing cycle of school-level data recording, monitoring and analysis of anti-bullying information
* use school level anti-bullying data to identify priority areas for implementing whole school improvement
* take action to make those improvements

**How learners and/or parents/carers can appropriately escalate the matter if they do not feel that their concerns are being taken seriously**

Having reported an issue regarding bullying to the school, if a learner or their parent/carer does not feel that the school has taken it seriously or has not addressed their concern to a satisfactory standard, they can make a formal complaint.

Under section 29 of the Education Act 2002, school governors are required to have and publicise a complaints procedure ensuring anyone with an interest in the school can raise a complaint, confident it will be considered properly and without delay.

**How the school will evaluate and review its policy and strategy**

This policy will be reviewed on an **annual basis** and updated where required.

In reviewing the policy, all members of the school community, including members of the governing body will be consulted.

**At Ysgol Bro Cynllaith we will:**

* use surveys and group discussions to identify which aspects of the school’s current policy and strategy work well and any areas for improvement
* regularly seek the views of learners, parents/carers and staff, through surveys and discussions, to measure the extent of bullying behaviour present
* monitor incidents of bullying and identify patterns of behaviour and the extent of bullying. This will enable us to modify our anti-bullying policy if required to respond to specific trends and issues

***For extensive information on forms of bullying and links to helpful websites please see Powys’ POLICY AND GUIDANCE ON ANTI BULLYING IN SCHOOLS SEPTEMBER 2020 document.***