

Policy Document for: Anti-Bullying



Respect Achievement – Achieve Respect

Agreed	Head Teacher	Chair of Governors	Review

Ysgol Owen Jones Anti- Bullying Policy

Vision

Curious, Caring and Courageous

Mission

Building healthy habits to happiness as we learn together.

Habits

Brave – Creative – Kind – Healthy - Trusting

This policy will reviewed by the Care, Support and Guidance Committee (Sub Committee 1) and placed before the full Governing Body at its Autumn meeting in 2021. It will be reviewed in the Autumn Term 2022.

Aims and expectations

It is a primary aim of our school that every member of the school community feels respected, and that each person is treated fairly and well. We are a caring community, whose values are built on mutual trust and respect for all. The school’s Behaviour and Anti-Bullying policies are therefore designed to support the way in which all members of the school can live and work together in a supportive way. It aims to promote an environment where everyone feels happy, safe and secure.

At Ysgol Owen Jones we have developed a set of habits which underpin our vision and mission and our Behaviour and Anti-Bullying policies are based upon these, the Four Core Purposes of the Welsh Curriculum, the UN Rights of the Child and the Home-School Agreement.

5 Habits of Ysgol Owen Jones are:

1. Be Brave
2. Be Creative
3. Be Trusting
4. Be Healthy
5. Be Kind

What is bullying?

We regard bullying as any behaviour, whether physical or verbal, which intimidates or seeks to intimidate over a period of time, for whatever reason. It can range from ostracizing, name-calling, teasing, threats and extortion, through to physical and or sexual assault on persons and/or their property. We recognize that bullying can be done through use of internet and mobile phones and these forms of “cyber bullying” will also be dealt with in line with this policy. Bullying can be an unresolved single frightening incident which casts a shadow over a child’s life, or a series of such incidents.

Bullying can occur in many places in society, in work, in clubs and organisations, in the local community and in schools. Our aim should be to prevent bullying in school, to change behaviour and impose sanctions as appropriate. We also aim to educate children in order to prevent bullying in the wider community.

At Ysgol Owen Jones staff, parents and children work together to create a happy, caring learning environment. Bullying, either verbal, physical or indirect, including cyber bullying, 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. We will be vigilant at all times in order to anticipate, prevent and eliminate bullying.

Prevention

Our strategies for preventing bullying include:

- Promoting good behaviour through school promoting the 5 Habits and rewarding good behaviour
- Promoting anti-bullying culture through assemblies, visitors, class discussion, including anti-bullying week
- Encouraging a culture of reporting

Procedure for Dealing with Allegations (See Flow Chart)

The member of staff with overall responsibility co-ordinating work on bullying is the headteacher.

1. Initial Concern

We encourage children to report any concerns to their class teacher. If any parents have concerns, they should, in the first instance consult their child's class teacher. It may be that the concern can be resolved at this stage, based on information the class teacher already has. If not, then further investigation will be necessary. The class teacher will then decide whether to take action or to pass the matter on to the headteacher. If class teachers investigate an allegation, they will pass their findings on to the headteacher both verbally and via the CPOMs Safeguarding, Wellbeing and Pastoral Care Programme so a record is kept and can be referred to at a later date if necessary.

2. Further Investigation

The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as bullies are often victims too, and the need to serve the whole school community to educate each and every individual to his or her potential.

At various times children will have disagreements and it is important to establish whether any incidents are of a "one-off" nature or whether they form part of a pattern which could be considered bullying. Any reported incident of bullying will be investigated fully, usually by the headteacher, who will seek to establish what happened, who was involved, the timescale, and the roles of those involved. This will include:

- Discussions at length with the victim. This requires patience and understanding.
- Identify the bully/bullies with witnesses if possible.
- Discussions with the alleged perpetrator/s and witness(es) to establish the truth. Clear words to all concerned that bullying is not acceptable.
- If on first conversation the bully fails to own up, investigations continue to a conclusion. Children usually own up when confronted with clear facts.

Outcomes

If a case where bullying has been substantiated, the following will happen:

- Separate discussions with both sets of parents which will be recorded on the CPOMs programme.
- Sanctions will then be imposed and may include withdrawal from favoured activities, loss of playtime, exclusion from school at lunchtimes and ultimately exclusion from school.
- If the behaviour of the bully improves, sanctions can be progressively relaxed.
- Should sanctions bring no result it may be necessary to invoke further sanctions, including exclusion from the school in line with the School's Behaviour policy.

Sometimes an allegation of bullying may result in no further action being taken. This will be for one of the follow reasons:

- The allegation proved to be false.
- The incidents reported were unacceptable behaviour but didn't constitute bullying.
- There was insufficient evidence to corroborate the allegation.

Where there is insufficient evidence this will be reported to those who made the allegation, but the matter will still be regarded as "open" and any further evidence which comes to light will be taken into consideration and recorded on CPOMs.

As stated elsewhere in the policies of Ysgol Owen Jones, physical violence between pupils at school will **NOT** be tolerated and will be dealt with as a serious matter by the headteacher and Governing Body, in line with the school's Behaviour Policy.

If the allegation of bullying requires the intervention of the headteacher, or if a parent has asked the headteacher to look into a situation having already discussed it with the class teacher, they will receive a response to their concerns within five school days. This will be a written response if requested. The response will be recorded on CPOMs as an action to ensure this takes place and so the school has a record that the appropriate actions was taken. Any parents who are not happy with the response of a member of staff should contact the headteacher. All parents have the right to appeal to the Governing Body if they feel the policy has not been properly implemented in regard to their concerns.

