

YSGOL Y FORYD

RESPECTING OTHERS AND ANTI-BULLYING POLICY

At Ysgol y Foryd we are committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a calm and secure atmosphere. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. If bullying does occur, all pupils should be able to talk in confidence, knowing that incidents will be dealt with promptly and effectively. We are a LISTENING school - anyone who knows that bullying is happening is encouraged to tell someone. Although we address the Respecting Others theme continuously through our Foryd Values we also hold an annual Respecting Others week during November each year to highlight the importance of a RESPECTFUL working environment for all.

What do we mean by bullying?

Bullying is behaviour which is intended to hurt another person, and results in pain and distress to the victim and is not a 'one-off' incident.

It can be:

Emotional bullying - excluding, tormenting, hiding belongings, being unfriendly, giving someone the 'silent' treatment, threatening, ignoring someone as they come into the room.

Verbal bullying - including name calling, teasing, using nicknames, taunting or threatening, spreading rumours, picking on someone who is different, perhaps overweight, small, tall, has a disability, doesn't wear trendy clothes or is not allowed to do things after school, or may be of a different racial, sexual or cultural background.

Physical bullying - pushing, kicking, hitting, pinching or any use of violence.

Cyber bullying - use of any form of technology to include emotional or verbal bullying.

Other bullying - this may include deliberate damage of someone else's property or the taking of property without permission, for example, pens, pencils or money. Pupils who are bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in school.

All Ysgol y Foryd staff must be alert to signs of bullying and act promptly and firmly against it in accordance with school policy. What do we do to prevent bullying?

- We have worked together to ensure that all staff, governors, pupils and parents have an understanding of bullying. This has included Anti-Bullying week and PSD lessons and Nurture work.
- We make sure that every pupil knows that we do not tolerate bullying.
- We use every opportunity possible to talk to the children about proper ways of behaving towards each other.
- We deal immediately with any complaints and deal firmly with anyone using bullying behaviour.
- We are aware of those who have been bullied and keep in contact with their parents.

How do we deal with bullying?

- We ask that all bullying incidents are reported to staff.
- We expect the bullying behaviour and threats of bullying to stop immediately.
- We will encourage the bully to offer an apology.
- We will try where possible to reconcile the pupils.
- We will try to help understand what the 'victim' feels like and so through empathy eradicate the situation.
- We will where appropriate enforce sanctions against the bully.
- We will attempt to help the bully to change his or her behaviour.
- We keep a record of serious cases of bullying.
- We ask parents to come into school to discuss the incident if it is serious.
- We will contact the 'victim's' parents regarding the outcome of the investigation.
- We will in the most serious cases consider exclusion.
- Pupils who have been bullied will be offered support and steps will be taken to restore their self-esteem and confidence.
- We will if necessary and appropriate involve the police.

What can a pupil do if he or she is being bullied?

- Remember it is not your fault that you are being bullied.
- Tell someone you trust like your parents, your teacher or a buddy.
- Try to ignore the person who is bullying you. They might get bored and give up if they get no reaction from you.
- Tell the bully to leave you alone and sound sure of yourself.
- If you can, stay with a crowd, bullies usually pick on people on their own.
- To use the worry box.

REMEMBER TO TELL SOMEONE IF YOU ARE BEING BULLIED

What can parents do to help?

- Inform the school immediately if you feel that your child is being bullied.
- Don't encourage your child to hit back. It could make matters worse.
- Encourage your child to be assertive and confident. Tell them to let the teacher know what is happening.

Presented to staff Spring 2012

Presented to Governors Spring 2012

Signed: _____ Chair of Governors

Date: _____

Signed: _____ Headteacher

Date: _____