

# *BRYNMENYN PRIMARY SCHOOL*

## *Anti-Bullying Policy*



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## Introduction

**A Definition of Bullying:** Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. It is a 'sustained act, over time, on purpose' (STOP).

Bullying can be:

- Emotional – being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures, or the use of modern technology)
- Physical – pushing, hitting, kicking, punching or any use of violence
- Verbal – name calling, sarcasm, spreading rumours, teasing
- Racist – racial taunts, graffiti, gestures
- Sexual – unwanted physical contact or sexually abusive comments
- Homophobic – because of, or focusing on, the issue of sexuality
- Cyber-bullying – bullying via mobile phones, social networking sites, online gaming or similar

## Aims and objectives

Bullying is wrong. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.

This policy aims to produce a consistent school message that promotes the positive and a response to any bullying incidents that may occur. We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school. All staff are aware of the school's definition of bullying, especially those aspects that are likely to be prevalent in our school.

## The role of governors

The governing body supports the headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not tolerate bullying, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the headteacher to keep records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

The governing body responds to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the headteacher and asks them to investigate the case and to report back to a representative of the governing body.

### **The role of the headteacher**

It is the responsibility of the headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to report and deal with incidents of bullying. The headteacher reports to the governing body about the effectiveness of the antibullying policy on request.

The headteacher ensures that all children know that bullying is wrong, and that it is not tolerated in our school. As a matter of course, all school staff promote the positive ethos that we strive to achieve and celebrate how our pupils treat each other. Throughout the school year, staff will take advantage of appropriate times to highlight the anti-bullying message, for example during the national anti-bullying week.

The headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying. The headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

### **The role of the teacher**

Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. Behaviour incidents are logged on My Concern, which helps to build a picture of incidents occurring over time. These are monitored by senior leaders.

Teachers are aware of possible situation where bullying may occur and are able to implement strategies to prevent it. Anti-bullying can be addressed through the curriculum via Personal & Social Education (PSE), drama, creative writing etc. and also in assemblies. Where incidents of bullying are identified, teachers do all they can to support the victim. After consultation with the headteacher, the teacher or the headteacher informs the child's parents of any incidents.

When aware of any incidents taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim, and agreed consequences for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If the behaviour continues persistently, senior leaders are involved in a support plan.

Pupils involved in bullying are disciplined appropriately. If incidents are repeated then we will invite the child's parents into the school to discuss the situation. An exclusion is then a possible consequence. In more extreme cases, for example where these initial discussions have proven ineffective, the headteacher may contact external support agencies such as the social services.

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

### **The role of pupils**

During the latest review, we felt it was essential to involve the pupils in the process. Our Junior Leadership Team (JLT) took the policy and discussed it in comparison to those from other schools. They presented their findings to all pupils in upper Key Stage 2. Pupils created posters celebrating the positive ethos of the school and share our anti-bullying message. As part of this work, the JLT were asked to present thoughts and ideas on the role pupils play in promoting our school's anti-bullying message. The JLT were passionate about introducing a new 'role of the pupils' section to the updated policy and drew up a list of responsibilities as follows.

*Pupils in Brynmenyn Primary School will:*

- ◆ Be kind;
- ◆ Promote positive behaviour;
- ◆ Be a positive role model;
- ◆ Inform a trusted adult when they see or hear something that concerns them.

### **The role of parents**

Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher or the headteacher immediately.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

### **Monitoring and review**

This policy is monitored on a day-to-day basis by the headteacher, who reports to governors about the effectiveness of the policy on request. This anti-bullying policy is the governors' responsibility and they review its effectiveness annually in discussion with the headteacher.

Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

Our Junior Leadership Team have played a significant role in reviewing this policy and will continue to do so during any subsequent reviews.

**Signed:**

**Date: June 2022**

**Review Date: Summer 2023**