



Ysgol Iolo Morganwg

Anti-bullying Policy

In Ysgol Iolo Morganwg we wish our school to be a place where every child can feel safe at all times. We try to create a feeling of 'one happy family' within the school and ensure that every child has an important part to play within this 'family'. Of course, as with every family, children will sometimes argue - this is part of school life and is acceptable. What should be ensured is that a child is not continually picked on by a child or group of children - this is bullying.

1.1 Definition of bullying

Bullying is when someone uses unjustifiable force which is uncalled for. It can continue over a long period and can cause physical, emotional and mental distress to the victim. It infringes the rights and freedoms of those who suffer from it.

An individual or group can be responsible for bullying. In terms of this school, it is believed that bullying blemishes the school ethos and therefore contravenes everything we are working towards.

1.2 General steps to prevent bullying

1. To create a happy and warm environment within the school where every child feels safe.

2. To make the children realise that we, as teachers, look after them as well as teach them and that we are always ready to listen and help.
3. To make parents aware of the school's 'open door' policy and that we are always ready to listen to any problems which are worrying them and are prepared to do something about this if possible.
4. To make parents aware of the disciplinary standards expected in the school and what will happen if these standards are not met.
5. To ensure that the Headteacher receives information on any complaint of bullying by a parent or child.
6. To ensure that sufficient supervision is available during the day within the class and outside on the yard.
7. The Headteacher to deal with the problem to begin with in the hope that this will solve the problem. If it continues, we will need to contact both sets of parents to discuss a strategy. If there is no improvement then exclusions will have to be considered.
8. Every teacher will be aware that bullying can happen in the class or during break times without their knowledge. They must be aware of signs of unusual changes in individuals.

These are general guidelines in the hope that we at Ysgol lolo Morganwg will not have to follow them.

Ysgol lolo Morganwg is an 'open door school' and 'parents are welcome to contact the school at any time on any issues'. Parents are aware of this.

A bully is always cunning and does not announce they are bullying someone. Often with bullying, teachers will be the last to know a child is being bullied. There is a better chance of parents realising some

is wrong. Parents are strongly encouraged to contact the school at once if they feel there are any types of problems which affect their child. If the school is not aware that there is a problem then it cannot be expected to do something about the problem. If the Headteacher receives information from parents on problems which worry their child, then the problem will be deal with immediately.

1.3 Signs o bullying

- Child become introvert
- Child changes character
- Signs of physical abuse
- Unwillingness to come to school
- Unwillingness to go out to play
- Standard of work deteriorates

1.4 Assurances for the bullied

- Staff member's willingness to listen to a complaint
- Assurance of privacy
- Working with the child
- Monitoring the result over a period of time

- Allow others to bring the issues before a member of staff

1.5 Dealing with the bully

- Give him / her the opportunity to have their say
- Explain the possible results and punishment
- Administer the punishment according to the school's guidelines
- Emphasise they have only one opportunity before a more serious response

1.6 Steps for dealing with a bully

These steps will follow this order if further steps are required each time.

- One opportunity to change their attitude
- Record the action
- Contact parents
- Monitor and review the situation regularly
- Contacting governors
- Contacting officers in the County Hall
- Expulsion of the child

1.7 Responsibilities and practical consideration to withstand bullying

2.0 Parents

Parents should:

- contact the school if they know or suspect bullying
- encourage children not to be aggressive towards other children
- support the school if further action is required

2.1 Pupils

Pupils should:

- trust that staff will take action if a child is being bullied
- understand there are outcomes for every action
- let staff know if they or one of their friends is being bullied
- not stand back and do nothing when they see bullying happen
- try and help and be kind to others at all times

2.3 Teaching staff and lunchtime supervisors

Staff should:

- create time to listen to children, taking what they hear seriously and ensuring that the child will not be humiliated or suffer embarrassment
- be aware of the parts of the school where aggressive behaviour can occur
- give regular opportunities for bullying to be discussed in the classroom

- praise good behaviour regularly
- examine their own behaviour to ensure they are not guilty of bullying
- ensure that everything which is done conveys the 'bullying is wrong' message
- contact parents at once if any bullying is suspected
- encourage the idea of collective responsibility for the problem.

2.4 Governors

Governors should:

- ensure that they understand and are familiar with the bullying policy
- support the staff as they implement the policy
- play a key part in the work of reviewing and sustaining the policy