

Ysgol Babanod Mochdre & Ysgol Cystennin



RESPECTING OTHERS AND ANTI-BULLYING POLICY

At Ysgol Babanod Mochdre and Ysgol Cystennin 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 values/rules we also observe the annual Respecting Others/Anti-bullying week during November each year to highlight the importance of a RESPECTFUL working environment for all.

As a KIVA school, our pupils are encouraged to give the power to the victim by speaking to an adult they trust and supporting the victim by showing kindness to them.

What do we mean by bullying?

We use the KIVA definition:

Bullying is harmful behaviour/degrading treatment which is

- **Deliberate**
- **Repeated**
- **Targeted at a relatively defenceless or less-powerful person**

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.

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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 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 are a KIVA school which means that we work together to reduce bullying, prevent new incidents from occurring and minimize the negative effects caused by bullying.
- We have worked together to ensure that all staff, governors, pupils and parents have an understanding of bullying. Weekly Kiva sessions are supplemented by sessions during Anti-Bullying week and Nurture provision.
- Preventative (Universal Actions) are taught, –topics include: treating others with respect; accepting people's differences, recognizing and regulating emotions, identifying bullying, acting constructively when witnessing bullying or when being bullied.
- We make sure that every pupil knows that we do not tolerate bullying. Staff wear high-vis Kiva jackets during duties which shows that we take bullying seriously.
- We use every opportunity possible to talk to the children about kind ways of behaving towards each other.

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- 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 the child to monitor how they are feeling, checking whether the bullying has stopped.
- Each class has Kiva Champions to support their peers, for example helping someone to find somebody to play with, or go with a victim to a member of the Kiva Team.

How do we deal with bullying?

- KiVa forms are completed as required.
- We ask that all bullying incidents are reported to the Kiva team. (Staff complete a screening form kept on Kiva display board and understand that single conflicts, arguments and fights are not examples of bullying.)
- We expect the bullying behaviour and threats of bullying to stop immediately.
- We will encourage the bully to take ownership of a solution.
- We will try where possible to reconcile the pupils.
- We will try to help understand what the 'victim' feels like.
- We keep a record of all cases of bullying. (Kept in orange Kiva file)
- We will inform parents of cases that have been addressed by the team, but first give the pupil the chance to change their behaviour.
- If necessary, parents will be invited to come into school to discuss the incident if it is serious or continues.
- We will in the most serious cases consider exclusion, however, first give pupils the chance to change their behaviour including additional provision where necessary e.g. Kiva/nurture/social skills.
- 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?

- Speak to a member of staff, a Kiva Champion, a friend or a trusted-adult. (Staff wear high-vis Kiva jackets during duties) Remember it is not your fault that you are being bullied.
- Use your skills from Kiva work to tell the bully to stop, explain that you don't like something, or find someone to tell how you are feeling.

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- If you can, stay with a crowd, bullies often bully people on their own.
- To use the worry box/Mightifier to inform staff.

REMEMBER TO TELL SOMEONE IF YOU FEEL YOU ARE BEING BULLIED

What can parents do to help?

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

Updated by C Edwards 17/03/2020

Signed: _____ Chair of Governors

Date: _____

Signed: _____ Headteacher

Date: _____