

Ysgol Gynradd Georgetown Primary School  
Headteacher- Miss Lisa Thomas



# Anti-Bullying Policy

September 2021



*'Together We  
LEARN'*



# **Anti-Bullying Policy**

## **Background**

Georgetown Anti-Bullying Policy has been written using the following guidance:

- National Assembly for Wales Circular 03/2003: Respecting Others: Anti- Bullying Guidance
- National Assembly for Wales: Evaluation of Anti-Bullying Policies in Schools in Wales (2006)
- Blaenau Gwent Anti Bullying Toolkit (2012)











At Georgetown Primary, we believe that all children have the right to respect. We are committed to providing a caring, safe atmosphere, so that they can learn and play in a relaxed and friendly manner. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should know how to deal with such incidents and who to tell.

We acknowledge that bullying does take place but have a zero tolerance approach towards it. We believe that every young person has the right to be safe. It is everyone's responsibility to watch for early signs of distress, deterioration of learning and wellbeing, isolation and erratic behaviour. This behaviour may be an indication of other problems but it may be the early signs of bullying.

We encourage an open culture in Georgetown Primary School where everyone within the organisation has responsibility for reporting and recording incidents of bullying. Every reported incident will be taken seriously and appropriate action taken with those involved.

## **Statement of Intent**

At Georgetown Primary School we believe that:

-  Bullying is undesirable and unacceptable.
-  Bullying is a problem to which solutions can be found.
-  Seeking help and openness are regarded as signs of strength not weakness.
-  All members of our community will be listened to and taken seriously.
-  Everyone has the right to enjoy and achieve in an atmosphere that is free from fear.
-  All of us have a responsibility to ensure that we do not abuse or bully others.
-  Children and young people should talk to an adult if they are worried about bullying and have a right to expect that their concerns will be listened to and treated seriously.
-  Children and young people should be involved in decision making about matters that concern them.
-  We all have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse.
-  We believe in tackling bullying by encouraging an environment where individuality is celebrated and individuals can develop without fear.



## Definitions

### Blaenau Gwent Definition of Bullying

**'Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally'.**

*Department for Children, Schools and Families (2007), Safe to Learn*

### Georgetown Definition of Bullying

Bullying is a subjective experience, and is thus hard to define. Staff and children at Georgetown, however, have developed the following definition of bullying:

**Bullying is a repeated pattern of behaviour that uses or creates an imbalance of power to intimidate, upset, scare, threaten, or embarrass another person or group of people. One-off instances of hurtful behaviour, teasing or arguments between individuals of equal power would not be bullying.**

### Children's view

Some other relevant comments about bullying, that have guided the formation of our policy are:

'Bullying is hurting people. Bullies are mean people.' Shay Hougham Y2

'Bullies pick on people who don't fight back.' Bethan Sullivan Y2

'Bullies threaten people because they like to have their own way.' Gracie Evans Y2

'Bullying isn't a one day thing – it keeps on going.' Daniel Richards Y5

'There are different types of bullying – verbal, physical, cyber and emotional.' Chloe Pritchard Y6

'Bullies are often sad and emotional themselves. They bully people for attention and so that others will take notice of them.' Rio Morgan Y6

### Estyn's View

**"Bullying is aggressive or insulting behaviour by an individual or group, often repeated over a period of time that intentionally hurts or harms."**

*(Tackling bullying in schools: A survey of effective practice – Estyn 2006)*



## **Aims and Objectives**

### **The aim of our anti-bullying policy:**






- 🛡️ To enable everyone to feel safe while at Georgetown and encourage pupils to report incidents of bullying.
- 🛡️ To deal with each incident of bullying as effectively as possible, taking into consideration the needs of all parties and of our community, and, as a result, to reduce the incidents of bullying.
- 🛡️ To support and protect victims of bullying and ensure they are listened to.
- 🛡️ To help and support children displaying bullying behaviour to change their attitudes and understand why it needs to change.
- 🛡️ To liaise with parents and other appropriate members of the school community.
- 🛡️ To ensure all members of our community feel responsible for helping to reduce bullying.

### **The objectives of our anti-bullying policy:**






- 🛡️ Our whole community can evidence ownership of the Georgetown Primary anti-bullying policy.
- 🛡️ To maintain and develop effective listening systems for children, young people and staff within (school/organisation).
- 🛡️ To involve all staff in dealing with incidents of bullying effectively and promptly.
- 🛡️ To equip all staff with the skills and information necessary to deal with incidents of bullying.
- 🛡️ To involve the wider school/setting community (e.g. midday supervisors, part-time staff/volunteers) in dealing effectively with, and if necessary referring, bullying incidents.
- 🛡️ To communicate with parents and the wider school community effectively on the subject of bullying.
- 🛡️ To acknowledge the key role of every staff member in dealing with incidents of bullying.
- 🛡️ To ensure that all incidents of bullying are recorded and appropriate use is made of the information, where appropriate sharing it with relevant organisations.
- 🛡️ To promote emotional health and wellbeing across the whole school/setting and for all members of our community to role-model this in all situations.



Bullying may take many forms:

-  Verbal
-  Physical
-  Emotional/Indirect
-  Cyber
-  Racist/Homophobic

Common examples of bullying include:








-  Racist bullying.
-  Bullying based on disability or ability.
-  Bullying based on gender.
-  Bullying based on appearance.
-  Bullying based on circumstance.

It is important that when dealing with incidents of bullying, individual perspectives are taken into account. If a child, young person or adult states that bullying is taking place, actions must be taken to determine why this allegation has been made. Bullying is not always consciously motivated.

### **Why is it Important to Respond to Bullying?**

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. This is why we have a responsibility to respond promptly and effectively to issues of bullying.

### **Signs and Symptoms of Bullying**

-  Frightened of walking to and from school.
-  Doesn't want to come to school. Feigns illness. Attendance problems.
-  Becomes anxious, withdrawn or lacking in confidence.
-  Starts stammering or develops speech difficulties.
-  Academic results and performance becomes noticeably worse.
-  Regularly complains of feeling ill.
-  Possessions or money goes missing, without plausible explanation.



- 🛡️ Becomes aggressive, negative, unruly or disruptive.
- 🛡️ Unexplained physical injuries.
- 🛡️ Is bullying other children around them.
- 🛡️ Eating patterns noticeably changed.
- 🛡️ Attention-seeking behaviour.
- 🛡️ Tearful.
- 🛡️ Lack of concentration-forgetfulness.
- 🛡️ Soiling or wetting themselves.
- 🛡️ Self-harming.
- 🛡️ Change in friendship groups.

These signs could indicate other problems, but bullying should be considered a possibility and should be investigated.

## **Practices and Procedures**

### **What we do to prevent bullying**

Everyone involved in the life of Georgetown School must take responsibility for promoting a common anti-bullying approach. All stakeholders in the school must:

- 🛡️ Be supportive of each other.
- 🛡️ Provide positive role models.
- 🛡️ Convey a clear understanding that we disapprove of unacceptable behavior.
- 🛡️ Be clear that we all follow the ground rules.
- 🛡️ Be involved in the development of the anti-bullying policy and support anti-bullying practice.
- 🛡️ Support each other in the implementation of this policy.

All members of the school community are expected to report incidents of bullying. We show how seriously we take any form of bullying through the following:

- 🛡️ Anti-bullying week
- 🛡️ School Rules
- 🛡️ Assemblies



- 🏆 School Council
- 🏆 PSE/Circle Time
- 🏆 Class management
- 🏆 Monitoring behaviour closely through merit charts
- 🏆 Yard organisation
- 🏆 Dinner times and playtimes being closely monitored
- 🏆 Training for all staff
- 🏆 Role play/ drama
- 🏆 Issuing leaflets to parents and children
- 🏆 Poster campaigns
- 🏆 Outside speakers and guests
- 🏆 Silver Seal group where necessary
- 🏆 Emphasis on team ethic through sport, P.E., Extra Curricular activities, residential trips
- 🏆 Pastoral care
- 🏆 R.E.
- 🏆 Buddy system on the yard

**Staff have agreed to:**





- 🏆 Provide children with a framework of behaviour including rules which support the whole school/setting policy.
- 🏆 Emphasise and behave in a respectful and caring manner to children/young people and colleagues, to set a good tone and help create a positive atmosphere.
- 🏆 Raise awareness of bullying through activities, stories, role-play, discussion, peer support, school/children's council, PSE etc.
- 🏆 Through the head teacher/senior staff member, keep the governing body well informed regarding issues concerning behaviour management.

**Governors have a duty to:**

- 🏆 Be fully informed on matters concerning anti-bullying
- 🏆 Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy.
- 🏆 Identify one governor to lead on anti-bullying



Through the development and implementation of this policy, Georgetown Primary School trusts that all children, young people, parents/carers and staff will:

-  Feel confident that everything is being done to make Georgetown Primary School a safe and secure environment
-  Know who can be contacted if they have any concerns about bullying
-  Feel supported in reporting incidents of bullying
-  Be reassured that action regarding bullying will take place

### **Reacting to a specific incident**

#### **Recording**

All incidents that meet the school's definition of bullying will be recorded by Georgetown Primary School on bullying logs in the behaviour incidents book in the Head's secure cupboard.

A senior member of staff will take responsibility for ensuring that the incident is properly recorded and that the record is updated as necessary throughout an investigation.

Parents of all children/young people involved will be informed of what has happened, and how it has been dealt with. All discussions and actions relating to the incident/investigation will be documented and added to the incident log.

Under Equality Act 2010 requirements data from the monitoring and recording of incidents (including 'nil' returns) will be reported to Local Authority when requested.

Governors will be kept up to date of all bullying incidents.

All incidents meeting the school's definition of bullying will be recorded in a Bullying Log. Information kept in the log includes:

1. Names of those involved, including the victim, bully and any witnesses
2. Dates of incidents
3. Details of incidents
4. Action taken
5. Outcome.
6. Reported to Local Authority and others.





## Dealing with an Incident

Whenever a bullying incident is discovered, Georgetown Primary School will go through a number of steps. The exact nature of each step will be adapted to suit the nature and severity of the incident, and the response of those involved:

1) Georgetown Primary School's community needs to be made aware that when a bullying incident has come to the attention of adults in Georgetown Primary School, it has been taken seriously and action has resulted.

Georgetown Primary School expects to support all involved by:

- Talking the incident through with all parties involved.
- Supporting the person who has been bullied to express their feelings.
- Supporting the person displaying the bullying behaviour to express their feelings.
- Discussing which rule(s) have been broken.
- Discussing strategies for making amends.
- Attendance at a weekly nurture group.

2) Measures will be in line with the Georgetown Primary School's behaviour and discipline policy, and may include:

- Explanation why the inappropriate behaviour is unacceptable.
- Reparation of damaged relationships.
- Time away from an activity.
- Meeting with staff, parent and child.
- Missing another activity.
- Formal letter home from the senior staff expressing concerns.
- Apologies being made to the victim in verbal and/or written forms.

3) This may also include the following:

- Time out from the classroom
- Pastoral support plan
- Detention at lunchtime
- Fixed term exclusion
- Permanent exclusion

4) Safeguarding procedures will be followed when child protection concerns arise.

## Review of policy

In line with all policies, this policy will be reviewed after 2 years – **deadline: May 2018**

It may also be reviewed and amended, in consultation with all stakeholders, in the light of events or experience. The stakeholders of this policy are children and young people, staff, parents and carers, governors and people from other organisations involved with the life of Georgetown Primary School.

Data from the monitoring and recording of incidents (including 'nil' returns) will also inform policy review and will be seen by governors.



This policy will be available to all staff, governors, pupils and parents.

<b>Date of adoption by Governing Body:</b>		<b>Date of proposed review (academic year)</b>			
<b>Signed (Designated governor):</b>		<b>Print:</b>		<b>Date:</b>	
<b>Signed (Head teacher):</b>		<b>Print:</b>		<b>Date:</b>	



### Anti-Bullying Log

<b>Names of those involved including victim:</b>	
<b>Date and time of incidents:</b>	
<b>Area where incident took place:</b>	
<b>Details of incidents:</b>	
<b>Action taken:</b>	
<b>Parental response:</b>	
<b>Outcome:</b>	
<b>School Action to prevent reoccurrence:</b>	
<b>Reported to Local Authority and others by: (staff member)</b>	



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