



Our Vision for Tre Uchaf

Tre Uchaf is a positive, inclusive, listening school. Everyone is encouraged to be the best that they can and to make a contribution. The school provides practical, stimulating and new experiences for the children which help them to build confidence, knowledge and a love of learning.

Aims

We aim to help our pupils to

- Respect themselves, each other, adults and the environment
- Be confident in the basic skills of speaking, reading, writing and mathematics
- Know how to find the information they need
- Gain practical skills which will help them in their lives
- Get along well with each other
- Be honest and kind
- Know about and contribute to their local community
- Celebrate the Welsh culture and to use the Welsh language
- Be safe, fit, happy and healthy
- Understand their own feelings and be confident in saying how they feel
- Enjoy new tasks, new people and new places

This Policy was originally drawn up in consultation with pupils, staff and parents. Pupils were asked to complete a questionnaire on their experiences of bullying and their opinions on how best to deal with incidents of bullying. Younger pupils discussed the issues with their teacher who recorded their responses. All pupils had an opportunity to discuss bullying at length.

All staff were issued with a questionnaire which formed the focus for a training session. Bullying was discussed and debated followed by the completion of the questionnaires in small groups which promoted discussion.

All parents, each year, are issued with a questionnaire which asks for responses on all aspects of School life, including behaviour. Comments are encouraged. Each year any comments regarding bullying are discussed and considered carefully.

Aims

- To reduce incidents of bullying
- To promote positive attitudes in a happy and safe School environment
- To have clear procedures, understood by the Whole School Community
- To have a clear understanding of what bullying is
- To have clear guidelines to support pupils who wish to report bullying incidents, along with long-term support and monitoring
- To ensure children have the right to a school environment which is free of bullying and that they take some responsibility for creating this environment

A Definition of Bullying at Tre Uchaf

- ***Bullying is the consistent targeting of individuals in a physical, verbal or emotional way. There are many forms of bullying, including social exclusion, threatening, physical harm, name calling, removing personal belongings and forcing someone to behave or act against their will. Bullying can happen either face to face or online.***

Reporting and Reacting to Bullying

- The child should approach any member of staff in the school about any perceived bullying
- The member of staff should ascertain the nature and seriousness of the bullying (as described in the above definition of bullying)
- If, after an initial investigation, the case appears to be an argument rather than a clear case of bullying the member of staff will work with both parties to help them to understand how they can get along better through a Restorative Practice approach
- Members of staff should report any clear cases of bullying to the class teacher and the head teacher
- The bully will be placed in reflection time in order to reflect upon and discuss the impact of and reasons for their behaviour. They will record what has happened in a letter to their parents.
- The parents of the bully and the victim will be informed on the day of the incident.
- A log will be kept of events via My Concern Messages
- Continued attempts at bullying will be dealt with in line with our main behaviour policy

Preventative Strategies

- We aim to involve parents of both victims and bullies at an early stage
- We provide frequent opportunities to raise pupils' self esteem and resilience
- Circle time is used to reflect on the effects of bullying
- PSE lessons include discussions of what bullying means
- A programme of e-Safety raises awareness of the risks of online bullying

- Digital Citizenship is taught throughout the school
- The Police Liaison Officer delivers lessons in cyber-bullying
- A problem solving approach is used to encourage pupils to try to solve their own problems
- Playground Peer Supporters help to identify bullying
- Assembly is used to reinforce positive attitudes
- We promote the mental well being of our whole school community through our Mental Health and Well-being Policy
- RESPECT rules are reinforced at every opportunity
- The use of drama and role-play to explore feelings
- The use of puppets for characters to express emotion
- Participating in Anti-bullying week activities

The Role of Pupils

Pupils have made suggestions about what role they can play in preventing and responding to bullying, as follows;

- Do not support or join in with bullying
- Explain to a member of staff when any 'bullying type' behaviour occurs
- Support pupils who have been bullied
- Get to know the School's anti-bullying policy
- Talk to an adult at home
- If you are bullied, do not bully back, but stand up for yourself
- When you encounter unwanted behaviour state clearly what you are not happy about
- Involve your friends in supporting you, but don't gang up on the bully
- Use Circle Time to discuss your feelings

The Role of Parents/Carers

A parent or carer can be the first person a child tells when bullied. They are best placed to observe any changes in mood/behaviour

Parents may help by:

- Being aware of any changes in mood/behaviour which may indicate that bullying is occurring
- Listening carefully to their children
- Helping children to understand the difference between bullying and having a disagreement
- Making accurate and detailed notes about what has actually happened, who was involved, when and where
- Contacting the Class or Head teacher with any concerns
- Supporting their child in following any agreed strategies to stand up to bullies
- Frequently monitoring their child's online activity

Monitoring and Review

The head teacher and governors are responsible for the on-going review of the effectiveness of the Anti-Bullying Policy. The head teacher will report on the effectiveness of this policy in her head teachers' reports. Governors are advised to challenge through questions such as the following;

- Is there a reduction in bullying as a result of the Policy?
- Are pupils aware of what to do if they are bullied?
- How do the School Council members feel about the effectiveness of the policy?
- What observations do adults make in the classrooms and playground?
- Are there parental complaints regarding bullying?
- How many recorded incidents of bullying are there

The School Council will be invited to give their views on bullying at their meetings.

This policy will be reviewed by Governors annually as part of our January Safe Guarding Review.

	Name	Signature	Date
Chair of Governors	R Rees		
Head Teacher	Mrs L Davies		

Review Date	January 2021
Review Date	February 2022