

# **Ysgol Gynradd Herbert Thompson**

## **Herbert Thompson Primary School**



### **Anti-Bullying Policy**

**June 2018**

## Anti-Bullying Policy

### Introduction

At Herbert Thompson we are committed to providing a happy, caring and safe environment for all our children so that they can learn and play in relaxed and secure surroundings. **Respect** is one of our core values as a school and it is very important to us that pupils and staff are treated with respect at all times. ***We believe that we should listen to each other and treat others the way we would like to be treated; keeping hands, feet and unkind words to ourselves.***

Our school guidelines focus on children showing respect to themselves, all children, all adults and their surroundings and mending any relationships that are harmed.

This policy should be used alongside the Positive Relationships Policy.

### Definition

Bullying may be defined as the conscious desire to repeatedly hurt, threaten or frighten an individual. Bullying can be physical, verbal or psychological, either singly or in any combination.

### Aims

The aim of this policy is to prevent and deal with any behaviour deemed as bullying.

We encourage a climate of positive support in our school and the implementation of this policy creates an ethos where bullying is regarded as unacceptable.

### Strategies for the prevention of bullying

Whole school initiatives and proactive teaching strategies are used throughout the school to develop a positive learning environment with the aim of reducing opportunities for bullying to occur. These include:

- Restorative Approaches and conferences
- Active participation in the CAB ('Cardiff Against Bullying') scheme
- School guidelines centred around respect
- Assemblies to reinforce positive behaviour
- Weekly positive reward cup for good behaviour, a good model of behaviour and a safe place to be.
- PSE, SEAL, THRIVE, ELSA, Pause for Thought, Reflect to Respect, Reflection Steps and Circle Time activities are used to support policy
- Emotional Support Assistant – providing bespoke support
- Praise and reward for good behaviour- Awards Assembly, Golden time, Dojo points, Warm Fuzzies, Star of the day, termly reward trips, stickers, praise postcards etc
- Encouraging the whole school community to act as role models for the desired behaviour
- Treating all adults and children with respect
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- Use of purple, yellow and red slips to communicate with parents
- Communication of the policy, as well as periodic updates to ensure that staff and pupils are continuously aware of their individual responsibilities

## **Procedure**

If bullying is suspected or reported

- The incident will be dealt with immediately by the member of staff who has been approached
- Victims of bullying are offered the opportunity to discuss the experience with a member of staff who will offer support and attempt to restore confidence
- Peer support will be offered if appropriate
- A clear account of the incident will be given to a member of the SLT who will then interview all concerned or a restorative conference will be held (as appropriate)
- Incident logged on SIMS. Incident to be logged with LA if appropriate
- Class teachers (and in some cases, parents) will be kept informed
- Sanctions will be used if appropriate and in consultation with all parties concerned (See Positive Relations Policy). However, every attempt to resolve the situation will be sought and the victim and perpetrators needs will be considered (as we recognise that there may be certain factors causing such behaviour which will need investigating)

## **Parental involvement**

Parents are encouraged to work closely with the school to actively support this policy, promoting high standards of behaviour at all times and reporting any misgivings they may have concerning either victims or perpetrators of bullying.

## **Monitor, evaluation & review**

The school and the lead Governor will review this policy annually and assess its implementation and effectiveness.

The policy will be promoted and implemented throughout the school.

## **Equalities Statement**

**It is important to remember that our school Equalities statement is at the heart of this schools Policy. It states:**

At Herbert Thompson we aim to provide a happy, caring environment in which all children can feel safe and able to learn. We seek to foster an environment of mutual respect and support between all staff, pupils, parents and carers and the wider community.

Our school is committed to eliminating any unlawful discrimination on grounds of Race, Gender, Transgender, Religion or Belief, Disability or Sexual Orientation, Pregnancy or Maternity Marriage or Civil Partnership by creating an environment where every individual, regardless of ability or background, is able to participate and is valued fully as a member of the school community. Being opposed to all forms of discrimination and prejudice we promote a positive attitude towards differences and expect respect for people of all backgrounds. This is highlighted in our school guidelines and values.

Stereotyped ways of thinking may result in low self-esteem and limited aspirations. The school values and encourages involvement of people from all sections of the local community and through this involvement aims to provide positive images, which challenge stereotyped thinking.

Any language or behaviour which is racist, sexist, homophobic, disablist or potentially damaging to any group will not be tolerated and will be challenged and monitored. The school takes its responsibility to monitor, record and report on racist incidents seriously. Information derived from monitoring will be used to plan whole-school strategies to combat incidents.

We recognise that British and Welsh society is made up of people from diverse backgrounds and life experiences. It is important that all pupils are under the importance of living together positively in such a society.

Policy date: June 2018

Policy review date: June 2020

Governors Signed:

Headteacher Signed:



Anti-Bullying and Friendship Policy



Page 4

