

POLISI GWRTH-FWLIO



ANTI-BULLYING Policy

2019

Cyflwyniad

Mae bwlio'n effeithio pawb nid yn unig y bwllis a'r dioddefwyr. Mae hefyd yn effeithio'r plant eraill hynny sy'n gwyllo, a gall disgyblion llai ymosodol gael eu denu i mewn dan wasgedd grŵp. Nid yw bwlio'n rhan annatod o fywyd ysgol nac yn rhan hanfodol o dyfu i fyny, ac anaml iawn mae'n datrys ei hun.

Mae'n amlwg bod jôcs arbennig, sarhad, ymddygiad neu sylw hiliol, ymddygiad brawychus/bygythiol enllib ysgrifenedig a thrais i'w canfod yn ein cymdeithas.

Ni ddylai un person neu grŵp, boed yn staff neu ddisgybl, orfod derbyn y math hwn o ymddygiad. Dim ond pan wynebwr pob mater o fwlio y medra blentyn elwa orau o'r cyfleoedd sydd ar gael yn yr ysgol.

Pam y mae polisi gwrth-fwlio'n angenrheidiol?

Mae Ysgol Y Ddwylan yn credu fod gan ein disgyblion yr hawl i ddysgu mewn awyrgylch cynhaliol, gofalgwr a diogel, heb ofn cael eu bwlio.

Mae pob sefydliad, boed yn fawr neu'n fach, yn cynnwys ambell ddisgybl â'r potensial i fwlio. Os yw ysgol yn ddisgybledig ac yn drefnus iawn, mae'n gallu lleihau'r posibilrwydd o fwlio'n digwydd. Mae gan yr ysgol hefyd, bolisi clir ynglŷn â hybu cydrddoldeb, a gwneir yn eglur yn y polisi fod bwlio'n ffurf o ymddygiad gwrthgymdeithasol. Ni chaiff ei oddef.

Mae'n bwysig, felly, fod gan yr ysgol bolisi ysgrifenedig clir i hyrwyddo'r gred hon, ble mae disgyblion a rhieni/gwarcheidwaid, yn ogystal, yn llwyr ymwybodol y caiff cwynion am fwlio eu trin yn gadarn, yn deg ac yn brydlon.

Beth yw bwlio?

Mae pob digwyddiad o fwlio'n eithaf unigryw. Rhaid bod yn ddoeth a phwyllog i geisio canfod a ydyw digwyddiad yn un neilltuol ac yn weddol ddiniwed neu'n dystiolaeth o fwlio. Gall bwlio ddigwydd ar ffurf sawl math o ymddygiad anghymdeithasol. Gall hyn fod yn :-

a) Gorfforol.

Gall plentyn gael ei daro, ei gicio, ei fwrw, ei boeri arno, ac ati, yn gorfforol.

b) Llafar.

Gall anfri llafar gymryd ffurf o alw enwau. Gall gael ei gyfeirio at ryw, tarddiad ethnig, anabledd corfforol/cymdeithasol, neu bersonoliaeth, ac ati.

c) Eithrio

Gall plentyn gael ei fwlio hyd yn oed wrth gael ei adael allan o drafodaethau/gweithgareddau, gan y rhai y mae'n credu eu bod yn ffrindiau iddo.

ch) Difrod i eiddo neu ladrad.

Gall ddigwydd bod disgyblion yn cael eu heiddo wedi'i ddifrodi neu'i ddwyn. Gall y bwli fygwth yn gorfforol fel bod y disgybl yn trosglwyddo'r eiddo iddo.

d) Ar-Lein

Mae lluniau anffodus, sylwadau annymunol neu enllib ysgrifenedig oll yn sgil effeithiau anffodus ein cymdeithas ryng-gysylltiedig. Mae gan yr ysgol canllawiau clir ar gyfer y cyfrwng ac fe fyddwn yn gweithredu yn uniongyrchol mewn unrhyw achos o fwlio .

Cyngor ar E-ddiogelwch i rieni

Mae byd y cyfryngau cymdeithasol yn newid yn gyson. Mae'n anodd iawn cynnig cyngor ac arweiniad i gyd-fynd gyda llanw a thrai diwylliant technolegol. Mae datblygiad cymhwysedd digidol ein disgyblion yn allweddol wrth iddynt dyfu yn ddinasyddion digidol. Gall y cyngor gorau ymddangos yn hen ffasiwn. Mae gwerthoedd teuluol yr aelwyd yn arfogaeth hynod. Mae cwrteisi, meddylgarwch, caredigrwydd, gallu uniaethu ac ystyried eraill yn weision cadarn iawn ar lein.

Canllawiau pellach i rieni

Cyngor i rieni / Gwarcheidwaid

Beth fedrwch ei ddweud wrth eich plentyn os ydyw'n cael ei fwlio?

- Bydd athrawon yn eich cymryd o ddifrif ac yn ymdrin â bwllis mewn ffordd fydd yn diweddu'r bwlio a heb wneud pethau'n waeth ichi.
- Cofiwch mai eich distawrwydd chi yw arf bwysicaf bwlli!
- Dywedwch wrthy eich hun nad ydych yn haeddu cael eich bwlio. Byddwch yn falch o bwy ydych. Mae'n beth da i fod yn unigol.
- Ceisiwch beidio â dangos eich bod wedi cynhyrfu. Mae'n anodd, ond mae bwllis yn mwynhau gweld rhywun yn ofnus.
- Arhoswch gyda chriw o ffrindiau/pobl. Mae diogelwch mewn grwp
- Byddwch yn gadarn – dywedwch “Na!” Cerddwch i ffwrd yn hyderus. Ewch yn syth at athro, aelod o staff.
- Fel arfer, y peth gorau i'w wneud yw dweud yn syth wrth oedolyn 'rydych yn ymddiried ynddo. Fe fydd yn eich cefnogi.

Cyngor i ddisgyblion

Os gwyddoch chi am rywun sy'n cael ei fwlio:-

Rhaid Gweithredu!

- Mae gwylio a gwneud dim byd yn edrych fel pe baech chi ar ochr y bwli. Mae'n gwneud i'r person sy'n dioddef deimlo'n fwy anhapus ac unig.
- Os teimlwch na fedrwch gael eich tynnu i mewn, dywedwch wrth oedolyn AR UNWAITH. Mae gan athrawon ffyrdd o ymdrin â'r bwli heb eich cael chi i drafferth.
- Peidiwch â bod, nac esgus bod, yn ffrindiau â bwli.

Fel rhiant

Edrychwch am ymddygiad anarferol yn eich plant. Er enghraifft, ni fyddant, yn sydyn, am fynd i'r ysgol, teimlant yn sâl yn rheolaidd, neu ni fyddant yn cwblhau'u gwaith i'w safon arferol.

Chwaraewch ran frwd bob amser yn addysg eich plentyn. Holwch sut ddiwrnod a gawsant, gyda phwy y treulion nhw eu hamser, beth a wnaethant amser cinio ac ati.

Os teimlwch fod eich plentyn yn dioddef o fwlio, rhowch wybod **YN SYTH** i'r ysgol. Cymerir eich cwyn o ddifrif ac i ddilyn, fe gymerir y camau gweithredu priodol.

- Mae'n bwysig eich bod yn cynghori'ch plentyn i beidio ag ymladd yn ôl. Gall waethygu'r mater!
- Dywedwch wrth eich mab/merch nad oes unrhyw beth yn bod arno/arni. Nid ei fai ef/bai hi ydyw ei fod/bod yn cael ei fwlio/bwlio.
- Gwnewch yn siŵr fod eich plentyn yn llwyr ymwybodol o bolisi'r ysgol ynglyn â bwlio, a nid oes angen ofni gofyn am gymorth.

FEL YSGOL BYDDWN YN:-

- Ymdrin yn gyflym, yn gadarn a theg ag unrhyw gwynion, gan gynnwys y rhieni lle bo'n angenrheidiol.
- Adolygu Polisi'r ysgol a'i fesur o lwyddiant.
- Parhau i feddu ar strwythur disgyblaeth gadarn ond teg. Ychydig fydd y rheolau, yn syml a hawdd eu deall.
- Ymatal rhag defnyddio deunyddiau neu gyfarpar dysgu sy'n rhoi golwg gwael neu negyddol o unrhyw grŵp oherwydd eu tarddiad ethnig, rhyw, ac ati
- Annog disgyblion i drafod sut i ddod ymlaen â phobl eraill ac i ffurfio agwedd bositif tuag at bobl eraill.
- Annog disgyblion i drin pawb â pharch.
- Trin bwlio fel trosedd ddifrifol gan gymryd pob cam posibl i'w ddileu o'n Hysgol.

Y camau i'w cymryd pan ddrwgdybir bwlio.

Os drwgdybir bwlio, fe siaradwn â'r plentyn 'rydym yn amau sy'n dioddef, y bwli a ddrwgdybir ac unrhyw dystion. Os adwaenir unrhyw radd o fwlio, cymerir y camau canlynol:-

Rhoddir cymorth, cynhaliaeth a chyingor, fel bo'n addas, i'r dioddefwyr a'r bwllis, yn ogystal:

‘Rydym yn cynnal y dioddefwyr yn y ffyrdd canlynol:

- Trwy gynnig cyfle’n syth iddynt siarad am y profiad gyda’u hathro dosbarth, neu athro arall os dewisant.
- Hysbysu rhieni/gwarcheidwaid y dioddefwyr.
- Trwy gynnig cynhaliath bellach pan deimlant fod angen hynny arnynt.
- Trwy gymryd un neu fwy o’r saith cam disgyblu a ddisgrifir isod i atal mwy o fwlio.

‘Rydym hefyd yn disgyblu, ond eto’n ceisio helpu’r bwlis yn y ffyrdd canlynol:

- Trwy siarad am yr hyn a ddigwyddodd, er mwyn darganfod pam aethant i helbul.
- Rhoi gwybod i rieni/gwarcheidwaid y bwlis.
- Trwy barhau i weithio â’r bwlis er mwyn cael gwared ar agweddau rhagfarnllyd cyn belled ag y bo modd.
- Trwy gymryd un neu fwy o’r saith cam disgyblu a ddisgrifir isod i atal mwy o fwlio.

Camau disgyblu:

1. Gweler hefyd polisi Ymddygiad a Disgyblu
2. Cânt eu rhybuddio’n swyddogol i beidio â throsteddu.
3. Rhoddir gwybod i rieni/gwarcheidwaid y bwlis.
4. Gallent gael eu diarddel o safle’r.
5. Gallem drefnu i rieni eu hebrwng i safle’r ysgol ac oddi yno.

Os nad ydynt yn peidio â bwlio, cânt eu diarddel am gyfnod byr penodol. Amlinellir y canllawiau ynglyn â diarddel yn y ddogfen polisi Ymddygiad. Dylid nodi, fodd bynnag, y gellid diarddel ar unwaith (yn ôl doethineb y Pennaeth) ar unrhyw achlysur pan deimlir bod ymddygiad disgybl yn ffurfio bygythiad corfforol.

Os byddant wedyn yn parhau, argymhellir iddynt gael eu diarddel am gyfnod penodol hwy.

Introduction

Bullying affects everyone, not just the bullies and the victims. It also affects those other children who watch, and less aggressive pupils can be drawn in by group pressure. Bullying is not an inevitable part of school life or a necessary part of growing up, and it rarely sorts itself out. It is clear that certain jokes, insults, racist behaviour or comment, intimidating/threatening behaviour, written abuse and violence are to be found in our society. No one person or group, whether staff or pupil, should have to accept this type of behaviour. Only when all issues of bullying are addressed, will a child best be able to benefit from the opportunities available at the School.

Why is an anti-bullying policy necessary?

The school believes that its pupils have the right to learn in a supportive, caring and safe environment without the fear of being bullied.

All institutions, both large and small, contain some numbers of pupils with the potential for bullying behaviour. If a school is well disciplined and organised, it can minimise the occurrence of bullying. The school also has a clear policy on the promotion of good citizenship, where it is made clear that bullying is a form of anti-social behaviour. It will not be tolerated.

It is important therefore that the school has a clear written policy to promote this belief, where both pupils and parents/guardians are fully aware that any bullying complaints will be dealt with firmly, fairly and promptly.

What is bullying?

Each incidence of bullying is quite unique. Discretion must be used to ascertain whether an incident is an isolated and relatively harmless event or evidence of bullying. Bullying can occur through several types of anti- social behaviour. It can be:-

a). Physical.

A child can be physically punched, kicked, hit, spat at, etc.

b). Verbal.

Verbal abuse can take the form of name calling. It may be directed towards gender, ethnic origin, physical/social disability, or personality, etc.

c). Exclusion.

A child can be bullied simply by being excluded from discussions/activities, with those they believe to be their friends.

d). Damage to property or theft.

Pupils may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hand over property to them.

e). Online.

Unfortunate photographs, unpleasant comments and written abuse are all unfortunate side effects of our connected society. Treganna issues clear guidelines in this field and will act upon incidents of bullying in this medium.

Advice on E-safety for Parents.

The evolving nature of social media and ever changing interconnectivity make much of the advice rapidly redundant. Part of our digital competency work in school is aimed at empowering pupils as digital citizens. The best advice may sound old fashioned. The family values that you teach your child of courtesy, thoughtfulness, kindness, consideration and empathy are a constant positive in the ever shifting ether of digital communications.

Some further guidelines are regularly posted to parents at Ysgol Y Ddwylan.

Advice to parents / Guardians

What can you tell your child if he/she is being bullied?

- Teachers will take you seriously and will deal with bullies in a way that will end the bullying and will not make things worse for you.
- Remember that your silence is the bully's greatest weapon!
- Tell yourself that you do not deserve to be bullied
- Be proud of who you are. It is good to be individual.
- Try not to show that you are upset. It is hard but bullies enjoy someone's fear.
- Stay with a group of friends/people. There is safety in numbers.
- Be assertive – say "No!" Walk confidently away. Go straight to a teacher, member of staff.
- Generally it is best to tell an adult you trust straight away. You will get support.

Advice to pupils

If you know someone is being bullied:

TAKE ACTION!

- Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- If you feel you cannot get involved, tell an adult IMMEDIATELY. Teachers have ways of dealing with the bully without getting you into trouble.

- Do not be, or pretend to be, friends with a bully.

As a parent:

Look for unusual behaviour in your children. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard.

Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunch time was spent etc.

If you feel your child may be a victim of bullying behaviour, inform the school **IMMEDIATELY**. Your complaint will be taken seriously and appropriate action will follow.

- It is important that you advise your child not to fight back. It can make matters worse!
- Tell your own son or daughter there is nothing wrong with him or her. It is not his or her fault that they are being bullied.
- Make sure your child is fully aware of the school policy concerning bullying, and that they will not be afraid to ask for help.

AS A SCHOOL WE WILL:

- Deal quickly, firmly and fairly with any complaints, involving parents where necessary.
- Review the school policy and its degree of success.
- Continue to have a firm but fair discipline structure. The rules will be few, simple and easy to understand.
- Not use teaching materials or equipment which give a bad or negative view of any group because of their ethnic origin, sex, etc.
- Encourage pupils to discuss how to get on with other people and to form positive attitudes towards other people.
- Encourage pupils to treat everyone with respect.
- We will treat bullying as a serious offence and take every possible action to eradicate it from our school.

Action to take when bullying is suspected:

If bullying is suspected we talk to the suspected victim, the suspected bully and any witnesses. If any degree of bullying is identified, the following action will be taken:

Help, support and counselling will be given as is appropriate to both the victims and the bullies:

We support the victims in the following ways:

- By offering them an immediate opportunity to talk about the experience with their class teacher, or another teacher if they choose.
- Informing the victims' parents/guardians.
- By offering continuing support when they feel they need it.

- By taking one or more of the seven disciplinary steps described below to prevent more bullying.

We also discipline, yet try to help the bullies in the following ways:

- By talking about what happened, to discover why they became involved.
- Informing the bullies' parents/guardians.
- By continuing to work with the bullies in order to get rid of prejudiced attitudes as far as possible.
- By taking one or more of the seven disciplinary steps described below to prevent more bullying.

Disciplinary Steps:

1. They will be warned officially to stop offending.
2. Informing the bullies' parents/guardians.
3. They may be excluded from the school premises.
4. We may arrange for parents escorted them to and from the School premises.
5. If they do not stop bullying they will be suspended for a minor fixed period. The guidelines for exclusion are outlined in the Behaviour policy document. It should be noted however that on any occasion where it is felt that a pupil's behaviour constitutes a physical threat to another that suspension (At the discretion of the Head Teacher) may be immediate.
6. If they then carry on they will be recommended for suspension for a major fixed period.

Enw / Name _____ **Arwyddwyd / Signature** _____

Dyddiad / Date: _____
(Cadeirydd / Chair of Governors)

Endorsed by

Enw / Name _____ **Arwyddwyd / Signature** _____

Dyddiad / Date: _____
(Pennaeth / Head Teacher)