



**Ysgol Babanod is a Voluntary Controlled School of the Church of Wales. Ysgol Pant y Rhedyn is a community school which has close links to the Church in Wales. Our policies have been created to ensure that we are reflecting the Conwy Agreed Syllabus adherence for RVE. Our Religion, Values and Ethics practice is reflected in all polices that the schools follow.**

## A POLICY ON ANTI-BULLYING AND DEALING WITH INCIDENTS OF BULLYING

### Rationale

Everyone at Ysgol Pant y Rhedyn has the right to feel welcome, secure and happy. Only if this is the case will all members of the school community be able to achieve to their maximum potential. Bullying of any sort prevents this being able to happen and prevents equality of opportunity. It is everyone's responsibility to prevent this happening and this policy contains guidelines to support this ethos.

Where bullying exists the children must feel confident that the school will deal with it effectively. It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying ethos in the school.

This document outlines how we make this possible at Ysgol Pant y Rhedyn

### Principles

All children have an absolute right to be educated in a safe and secure environment and to be protected from others who may wish to harm, degrade or abuse them.

There is **no justification whatsoever** for bullying behaviour and it should not be tolerated in any form. Differences of race, religion, gender, sexual orientation, and ability are absolutely repudiated as reasons for bullying.

Bullying behaviour is a problem for both the bully and the targeted individual and should be addressed in positive and constructive ways which provide opportunities for growth and development for the bully and targeted individual alike.

Effective management of bullying is a shared responsibility and strategies should involve school staff; parents/carers and other professionals involved with children who are the targeted individuals or perpetrators of bullying behaviour.

Information about the school's policy and procedures should be readily available in 'user-friendly' form to children and their parents/carers.

### Scope

This policy applies only to incidents of bullying which take place on school premises. The school is not legally responsible for bullying which takes place elsewhere.

However, as a school we have an enduring interest in the welfare and conduct of our pupils and will take into account any information we receive about bullying outside school and to comply with our duty to provide continuing care thus:

- if it emerges that if a pupil is responsible for bullying other children outside school then the bully's parents/carers will be informed.
- if a child is found to be the targeted individual of bullying outside school then help and support will be offered and advice given on how to avoid further incidents in future. The targeted individual's parents/carers will be informed.
- if there are concerns about bullying issues outside school then the school would advise parents/carers to contact the local police and seek their help and advice in dealing with the situation.
- if concerns arise in relation to school transport then the issue will be raised with the transport companies and their help sought in dealing with the problem.
- if information is received that a child is being bullied by a sibling outside school this will initially be discussed with the parents/carers. If concerns persist then the matter may be referred under the Conwy Child Protection Protocol in line with current All Wales Child Protection Procedures.
- if children are being bullied by pupils of another school the Head of that school will be informed and invited to deal with the matter.

### Definition of Bullying

Bullying is deliberately hurtful behaviour that is repeated over a period of time, or can be a single one-off event of such magnitude which makes it difficult for the person concerned to defend themselves.

As a school community, we work hard to ensure that all pupils know the difference between bullying and simply "falling out".

Bullying behaviour may be direct or indirect.

**Direct forms of bullying** include physical violence and threats; verbal assaults and taunts; the destruction of property; extortion; unwanted sexual interest or contact\*.

**Indirect forms of bullying** include ignoring and the withdrawal of friendship; excluding; malicious gossip and spreading rumours; abusive or oppressive graffiti; harassment by electronic technology.

Ysgol Pant y Rhedyn takes all forms of bullying seriously and is particularly concerned to take action in relation to any incidents which relate to race\*\*, sex, gender, disability, educational ability, sexual orientation, health issues or harassment by electronic means.

In such cases these issues will be specifically addressed with the bully (and parents where appropriate) in the course of post incident management.

\* *Incidents of bullying which amount to sexual harassment and aggression will where necessary be recorded in line with and invoke the Child Protection Protocol and Procedures.*

\*\* *Incidents of bullying with racist content or motivation will be recorded in line with the "Guidelines and Procedures for Dealing with Racist Incidents".*

### Aims and Objectives

The aims of this policy are to:

- fulfil the school's statutory responsibility to respect the rights of children and to safeguard and promote their welfare.
- clarify the school's responsibility for responding to incidents of bullying and to emphasise to all school staff, pupils and their parents/carers the school's attitude towards bullying behaviour.
- promote a school ethos in which each pupil is safe and able to realise their full potential.
- address the problem of bullying and to bring it under control through the implementation of whole-school policy and procedures.
- reassure parents and carers that school takes their children's welfare seriously.

Ysgol Pant y Rhedyn will attempt to meet the aims of this policy through the following objectives:

To develop and implement an anti-bullying policy based on a consistently implemented whole school approach

To raise awareness amongst staff, parents/carers and pupils about the issue of bullying and the school's attitude towards it and to create an environment in which bullying is seen as inappropriate and unacceptable.

To be proactive in the prevention of bullying.

To make pupils, parents/carers and staff aware of what steps to take when an incident of bullying has occurred.

To demonstrate to bullies that their behaviour is unacceptable and to reassure targeted individuals that action will be taken to keep them safe.

To accurately record incidents of bullying and to monitor the effectiveness of strategies for bringing it under control.

To address with bullies their problematic behaviour in a fair and firm, non-oppressive manner, and to provide them with support to enable them to change their behaviour.

To consider the linguistic requirements of pupils and parents/carers where Welsh/English is not their first language.

#### Whole School Preventative Measures

All staff involved in the education and supervision of children will be made aware of the issue of bullying and the need to apply the school's policy consistently when episodes of bullying are witnessed or reported. Staff will constantly reinforce the message to children that bullying is unacceptable and will take positive action to prevent and control it.

In addition the issue of bullying will be raised with pupils at a number of levels including:

**At whole school level** – school handbook, School Council and through assemblies when children will be informed of the school's anti-bullying policy.

**At classroom level** – through circle time, class discussions, and cross-curricular activities.

**At individual level** – children who are felt to be at risk of bullying (or who have suffered from bullying in the past) will be offered additional support and guidance.

Children who have bullied others will be given advice and support and taught strategies to enable them to modify their unacceptable behaviour and to prevent further incidents.

Promoting positive behaviour and the issue of bullying will be raised with children in a number of ways: -

Assemblies, Circle Time, PSE discussions, Story time, Role Play, modelling desired behaviour

Ysgol Pant y Rhedyn recognises that there are particular times and locations when children may be more vulnerable to bullying – lunch and break times and the beginning and end of the school day. Arrangements are in place to ensure that at such times and such places there is adequate supervision available to reduce the risk of bullying incidents.

Children will be encouraged to talk to staff about incidents of bullying which they experience or of which they may be aware. In these circumstances staff will respond according to the Guidelines.

Parents/carers who believe their children are the target of bullying should share their concerns with school at the earliest opportunity and be prepared to work with school to keep their children safe in future. All expressions of concern will be taken seriously and investigated thoroughly.

Similarly if parents/carers are concerned about their child's behaviour they are encouraged to share their concerns with the school so that the problem can be addressed and a plan agreed to prevent further incidents in order to help the child modify their behaviour.

All of these preventative strategies operate within a school ethos founded on equality, fairness and respect for others in which individual differences are celebrated and seen as a source of enrichment. In order to help children learn and develop appropriate responses to others, all staff at all times will treat each other and children, parents with courtesy and respect and will model appropriate and acceptable behaviour.

We strongly believe that to tackle bullying effectively we need a consistent whole school approach, working with appropriate outside agencies. We will also ensure that staff and pupils will be aware of the policy.

## **Parental/Carers Involvement**

Ysgol Pant y Rhedyn is firmly committed to working in partnership with parents/carers and believes that the best outcomes emerge when professionals and parents are able to work together when bullying occurs.

As a school we recognise the important influence that parents/carers have on their children and would wish, using the home/school agreement, to enlist their support when their child is involved in bullying – either as targeted individual or a perpetrator.

If a child is involved in a single serious incident of bullying or there is evidence that the same child is involved repeatedly in less serious incidents (either as a targeted individual or a perpetrator) school will inform parents/carers and invite them to become involved in the management of the problem and the prevention of further incidents. Isolated and less serious incidents will be managed by school staff and parents/carers informed.

In the event where parents/carers are unhappy with the way the school has investigated an alleged incident of bullying, then they have the right to complain to the Headteacher in the first instance. If parents/carers still consider the issue to be unresolved then they have the right to inform the Governing Body through the Chair of Governors who will decide whether to launch an investigation. A report will be made directly to the parents/carers concerned

## **Procedures to Follow**

- Implementation

Ysgol Pant y Rhedyn is committed to creating a safe environment and will ensure that this policy is applied rigorously. All staff involved in the teaching and supervision of children will take responsibility for addressing incidents which fall with the school's definition of bullying and ensure that the target receives support. All incidents will be recorded on appropriate forms located in the class registers.

All children need to be aware that they need to tell staff of any incidents or concerns and that action will be taken when bullying is reported.

- Incident management

Actions taken will include:

- Speaking to the individual pupils involved in any reported incident of bullying
- Speaking to the parents/carers of both the alleged bully(ies) and targeted individual(s)
- Referring serious incidents to the Head teacher
- Inviting the parents/carers of the pupils involved into school to discuss the incident

- Implementing appropriate action swiftly
- Consulting with LEA agencies.
- Support for the targeted individual

The school will offer a proactive, sympathetic and supportive response to children who are the targeted individuals of bullying. The exact nature of the response will be determined by the particular child's individual needs and may include:

- immediate action to stop the incident and secure the child's safety
  - positive reinforcement that reporting the incident was the correct thing to do
  - reassurance that the targeted individual is not responsible for the behaviour of the bully
  - strategies to prevent further incidents
  - sympathy and empathy
  - counselling
  - befriending
  - assertiveness training/raising self esteem
  - extra supervision/monitoring
  - creation of a support group
  - peer mediation/peer mentoring
  - informing/involving parents/carers
  - adult mediation between the perpetrator and the targeted individual (provided this does not increase the targeted individual's vulnerability)
  - arrangements to review progress
  - Support for the bully
- Ysgol Pant y Rhedyn takes bullying behaviour very seriously and will adopt a supportive, pragmatic, problem-solving approach to enable bullies to modify their behaviour. As a School we believe the positive use of sanctions can be useful in demonstrating to bullies that their behaviour is unacceptable and in promoting change.
- rewards/positive reinforcement for children in order to promote change and bring unacceptable behaviour under control
  - immediate action to stop an incident of bullying in progress
  - engagement with the bully to reinforce the message that their behaviour is unacceptable
  - loss of lunch/break time privileges/golden time
  - removal from class/group
  - parents/carers informed
  - counselling/instruction in alternative ways of behaving

- referral to social inclusion service
- mediation between the perpetrator and the targeted individual (if agreeable)
- fixed periods of exclusion
- permanent exclusion (in extreme cases which may involve violence)

### Monitoring and Evaluation

Each incident of bullying falling within the school definition will be recorded on Sims and on MyConcern.

A named person being Matthew Jones, has been assigned the specific role as the Anti-Bullying co-ordinator and will be responsible for the monitoring, review, evaluation and reporting processes inherent within this policy.

Following the consultation with pupils, parents/carers and staff an annual report will be made to the Governing Body which will highlight the extent of the incidents occurring and detail any trends which may have emerged. This information will be available to parents/carers on request.

Staff and Governors will evaluate the effectiveness of the policy and agree adjustments that may be necessary to address any ongoing concerns. These will be shared with staff, parents/carers and pupils.

### Monitoring and Evaluation of School Policy

- pupils
- Parents/carers
- Staff
- Governors
- Outside agencies e.g. School Liaison Officer, Young People's Health Adviser, will be consulted again when reviewing the policy.

It is also recommended that the policy is reviewed at least every three years.

### Conclusion

We recognise that an anti-bullying policy alone will not stop bullying.

Policy prepared by: Conwy LEA Working Party on Anti-Bullying in Schools in Conwy

Discussed with Staff :Spring 2021

Agreed with Governors: Spring2021

Review: Spring 2022



Chair of Governors



## POLISI GWRTH FWLIO

### Llunio polisi

1. Yn Ionawr 2003 cyhoeddodd Llywodareth Cynulliad Cymru ddogfen ymgynghorol 'Parchu Eraill' i gynnig arweiniad wrth ymdrin â phroblem bwlio yn ysgolion Cymru.
2. Lluniwyd y polisi hwn i gydymffurfio â Deddf Hawliau Dynol 1998, Deddf Cydberthynas Hiliol 2000, Deddf Gwahaniaethau ar sail Anabled, Deddf Anghenion Addysgol Arbennig ac Anabledd 2001 a Deddf yr Iaith Gymraeg 1993.

### Proses Ymgynghori

Er mwyn gallu cynhyrchu polisi effeithiol i gwrdd ag anghenion yr ysgol gyfan yngynghorwyd gyda'r grwpiau canlynol:

Disgyblion

Holl staff yr ysgol

Rhieni

Llywodraethwyr

Ymgynghorwyr yr AALI

Asiantaethau Allanol e.e. ChildLine, Swyddog Cyswllt yr Heddlu

### Rhesymeg

Mae gan bawb yn Ysgol Pant y Rhedyn yr hawl i deimlo'n gartrefol, yn ddiogel a hapus. A dyma'r unig ffordd i holl aelodau'r ysgol allu cyflawni eu llawn botensial. Mae unrhyw fath o fwlio yn rhwystro gweithredu cyfleoedd cyfartal. Mae gan bawb gyfrifoldeb i atal bwlio, ac mae yn y polisi hwn ganllawiau i gynorthwyo'r ethos hon.

Os digwydd bwlio rhaid i ddisgyblion fod yn hyderus y gall yr ysgol ddelio gyda'r broblem mewn modd effeithiol. Ein nod ni yw herio unrhyw fath o fwlio, cynyddu'r cydymdeimlad gydag unrhyw ddisgybl/unigolyn gaiff ei fwlio, a helpu i ddatblygu ethos gwrth-fwlio o fewn yr ysgol.

Mae'r ddogfen yn amlinellu'n dull ni o weithredu yn Ysgol Pant y Rhedyn.

## Egwyddorion

Mae gan bob plentyn hawl ddiamond i gael ei addysg mewn amgylchedd saff a diogel, ac i gael ei amddiffyn rhag eraill a allai ddymuno ei niweidio, ei h/iselhau neu ei ch/gamdrin.

Nid oes unrhyw gyfiawnhad dros ymddygiad gormesol, ac ni ddylid dioddef unrhyw ffurf o fwlio. Gwrthodir yn gyfangwbl wahaniaeth hil, crefydd, rhywogaeth, tueddiadau rhywiol a gallu fel rheswm/esgus dros fwlio.

Mae ymddygiad gormesol yn broblem i'r bwli a'r dioddefwr a dargedir ganddo/i, a dylid ymdrin â'r digwyddad mewn dull positif ac adeiladol fydd yn cynnig cyfleoedd cadarnhaol a datblygiadol i'r bwli a'r unigolyn a dargedir.

Mae gallu rheoli bwlio yn effeithiol yn gyfrifoldeb i'w rannu, a dylai strategaethau gynnwys ymrwymiad staff yr ysgol, rhieni/gofalwyr, ac unigolion proffesiynol sy'n ymwneud â'r plant a dargedir neu'r rhai sy'n ymddwyn mewn modd gormesol.

Dylai gwybodaeth am bolisi bwlio a gweithdrefnau'r ysgol fod ar gael yn hawdd ac mewn modd dealladwy i blant a'u rhieni/gofalwyr.

## Sgôp

Mae hwn yn bolisi ar gyfer enghreiftiau o fwlio ar dir yr ysgol yn unig. Nid oes gan ysgol gyfrifoldeb cyfreithiol am fwlio sy'n digwydd mewn mannau eraill.

Fodd bynnag, mae gan yr ysgol hon ddiddordeb parhaus mewn lles ac ymddygiad ein disgyblion, ac fe roddwn sylw i unrhyw wybodaeth a gawn am fwlio tu allan i'r ysgol, ac i'r perwyl hwnnw i ddangos ein dyletswydd a'n gofal am ein disgyblion:

hysbysir rhieni'r bwli os deallwn fod disgybl yn gyfrifol am fwlio plant eraill y tu allan i dir yr ysgol.

os deallwn fod disgybl yn cael ei fwlio y tu allan i dir yr ysgol byddwn yn barod i gynnig cymorth a chefnogaeth a chyngor hefyd ar sut i osgoi digwyddiadau cyffelyb eto. Hysbysir rhieni/gofalwyr yr unigolyn a dargedir.

os clywn am bryderon ynghylch bwlio y tu allan i dir yr ysgol byddwn yn cynghori rhieni/gofalwyr i gysylltu gyda'r heddlu lleol i geisio'u cymorth ac arweiniad i ddelio gyda'r sefyllfa.

trafodir gyda cwmniau bysiau, os bydd pryderon yn ymwneud â thrafnidiaeth yr ysgol a gofynnir am eu cymorth i ddatrys y broblem.

os cawn wybodaeth am blentyn yn cael ei fwlio gan frawd/chwaer y tu allan i dir yr ysgol ceir gair yn gyntaf gyda'r rhieni/gofalwyr. Os bydd pryder yn parhau gellid dilyn trefn Rhaglen Amddiffyn Plant Conwy a Gweithdrefnau cyfredol Amddiffyn Plant Cymru.. os bydd ein plant yn cael eu bwlio gan blant o ysgol arall hysbysir Pennaeth yr ysgol honno, ac fe'i gwahoddir i ddelio gyda'r mater dan sylw.

## **Diffinio bwlio**

Mae bwlio'n ymddygiad sy'n poenydio dros gyfnod o amser, sy'n cael ei ail-adrodd, neu gall ddigwydd unwaith yn unig, ond i'r fath raddau na all y sawl sy'n ei ddidoddef ei amddiffyn ei hun.

Fel ysgol ymdrechwn yn galed i sicrhau fod yr holl ddisgyblion yn gwybod y gwahaniaeth rhwng bwlio ac 'anghydfod'.

Gall ymddygiad gormesol fod yn uniongyrchol neu'n anuniongyrchol.

Bwlio uniongyrchol yn cynnwys grym corfforol a bygythiadau, ymosod geiriol a herian, difrodi eiddo, mynnu, diddordeb rhywiol neu gyffwrdd annerbyniol\*.

Bwlio anuniongyrchol yn cynnwys anwybyddu a pheidio bod yn ffrindiau, terfynu cyfeillgarwch; gwahardd, straeon maleisus, graffiti dilornus neu ormesol, defnyddio technoleg electronig i erlid.

Mae Ysgol Pant y Rhedyn yn cymryd agwedd ddifrifol iawn tuag at bob math o fwlio, ac yn barod iawn i weithredu mewn achosion yn ymwneud â hiliaeth\*\*, rhyw, rhywogaeth, anabledd, gallu addysgol, tueddiadau rhywiol, iechyd neu erlid ar ffurf electronig.

Os digwydd achosion o'r fath,cânt eu trafod gyda'r bwli (a rhieni, os yn briodol) er mwyn trin y mater.

\* Gofelir, pan fo hynny'n angenrheidiol, i gofnodi unrhwy ddigwyddiadau o natur erlid rhywiol a gormesol yn unol â'r drefn a geir yn y Rhaglen a Gweithdrefnau Amddiffyn Plant.

\*\* Cofnodir achosion o fwlio gydag elfen neu anogaeth hiliol yn unol â disgwyliadau "Canllawiau a Gweithdrefnau I Ddelio Gyda Digwyddiadau Hiliol".

## Nodau ac Amcanion

Nodau'r polisi hwn yw :

cyflawni cyfrifoldebau statudol yr ysgol i barchu hawliau plant a diogelu a hyrwyddo'u lles cyffredinol.

egluro cyfrifoldeb yr ysgol i ymateb i achosion o fwlio a phwysleisio i holl staff yr ysgol, disgyblion a'u rhieni/gofalwyr agwedd yr ysgol tuag at fwlio.

hyrwyddo ethos ysgol lle gall pob plentyn deimlo'n saff a chyflawni eu gwir botensial .

wynebu problem bwlio a'i reoli drwy weithredu polisi a gweithdrefnau ysgol gyfan.

argyhoeddi rhieni a gofalwyr fod yr ysgol yn cymryd lles eu plant o ddifif.

Bydd Ysgol Pant y Rhedyn yn ymdrechu i gwrdd â nodau'r polisi hwn drwy gyfalwni'r amcanon canlynol:

I ddatblygu a gweithredu polisi gwrth-fwlio sy'n seiliedig ar batrwm ysgol gyfan a'i weithredu'n gyson.

I godi ymwybyddiaeth staff, rhieni/gofalwyr a disgyblion am broblemau bwlio ac agwedd yr ysgol tuag ato, a chreu amgylchedd lle gwerthfawrogir y ffaith fod bwlio'n amhriodol ac yn annerbyniol.

## Bod yn ymarferol weithredol i atal bwlio

Cael disgyblion, rhieni/gofalwyr a staff yn ymwybpolol o'r camau priodol i'w cymryd pan fydd achos o fwlio wedi digwydd.

I ddangos i ormeswyr fod eu hymddygiad yn annerbyniol ac i argyhoeddi'r dioddefwyr a dargedwyd y gweithredir i'w diogelu.

I gofnodi'n gywir pob digwyddiad o fwlio, a monitro effeithiolrwydd y strategaethau ar gyfer rheoli unrhyw ormesu.

Trafod eu hymddygiad trfferthus gyda'r bwlis, a gwneud hynny mewn modd teg, cadarn a chyfeillgar, a rhoi iddynt bob cefnogaeth i'w cael i newid eu hymddygiad.

Ystyried anghenion ieithyddol disgyblion, rhieni a gofalwyr pan nad yw'r Gymraeg/Saesneg yn iaith gyntaf yr aelwyd.

### **Camau'r Ysgol Gyfan i Atal Bwlio**

Bydd yr holl staff sy'n ymwneud ag addysg ac goruchwyliaeth plant yn ymwybodol o wahanol elfennau bwlio a'r angen i weithredu polisi'r ysgol gyda chysondeb pan welir digwyddiadau o fwlio neu pan gofnodir achosion o'r fath. Disgwylir i staff atgyfnerthu'r neges a gyflwynir i'r plant fod bwlio'n hollol annerbyniol a gweithredir yn gadarn i atal a rheoli bwlio.

Bydd y mater o fwlio'n cael ei godi gyda'r disgyblion ar nifer o wahanol lefelau gan gynnwys:

**Lefel ysgol gyfan** – yn llawlyfr yr ysgol, dyddiaduron cartref/ysgol a gwasanaethau boreol yr ysgol lle bydd cyfle i sôn wrth y plant am bolisi gwrth-fwlio'r ysgol.

**Lefel dosbarth** – drwy waith cylch, trafodaethau yn y dosbarth, a gweithgareddau traws gwricwlaidd.

Ar lefel unigol – caiff plant y tybir eu bod yn wynebu'r risg o gael eu bwlio (neu a gafodd eu bwlio'n barod) gynnig cymorth ac arweiniad ychwanegol.

Caiff plant sydd wedi bwlio plant eraill gyngor a chefnogaeth arbennig a chyflwyno iddynt strategaethau fydd yn eu galluogi i liniaru eu hymddygiad annerbyniol, a'u hatal rhag camymddwyn eto.

Bydd hyrwyddo ymddygiad cadarnhaol ac ymdrin â bwlio'n cael ei drafod gyda phlant mewn amrywiol ffyrdd: -

Gwasanaethau ysgol, Trafodaethau Addysg Bersonol a Chymdeithasol, Amser Stori, Chwarae Rôl, modelu ymddygiad derbynol.

Mae Ysgol Pant y Rhedyn yn cydnabod fod amserau a llefydd arbennig lle mae plant debyca o gael eu bwlio – amser cinio, amser chwarae ac ar ddechrau a gorffen diwrnod ysgol. Mae gennym drefniadau staff ar ddyletswydd i leihau'r perygl o fwlio ar yr amserau hyn, ac yn y llefydd mwyaf tebygol.

Anogir plant i ddweud wrth y staff os cawsant eu bwlio neu os gwyddant am ddigwyddiadau o'r fath. Os digwydd hynny bydd y staff yn ymateb drwy ddilyn y canllawiau priodol. Gall blant ddefnyddio blwch poeni yr ysgol os dymunant.

Dylai rhieni/gofalwyr sy'n credu fod eu plant yn cael eu bwlio ddweud eu pryderon wrth yr ysgol cyn gynted ag y bo modd a bod yn barod i gydweithio gyda'r ysgol i sicrhau diogelwch eu plant i'r dyfodol. Rhoddir sylw dwys i unrhyw bryder ac fe'i harchwilir yn drwyadl.

Yn yr un modd, os bydd rhieni/gofalwyr yn poeni yngylch ymddygiad eu plant fe'u hanogir hwythau i rannu eu gofid gyda'r ysgol er mwyn ceisio datrys unrhyw broblem ac i lunio cynllun i atal digwyddiadau pellach er mwyn helpu'r plentyn/plant i addasu eu hymarweddiad.

Bydd yr holl strategaethau ataliol hyn yn gweithredu o fewn ethos ysgol wedi ei seilio ar gydraddoldeb, tegwch a pharchu eraill, gan gydnabod pwysigrwydd a gwerth gwahaniaethau rhwng unigolion. Er mwyn gallu helpu plant i ddysgu a datblygu ymateb yn gymwys i bobl eraill, bydd pob aelod o staff yn trin eu cydweithwyr, y plant a'u rhieni yn foneddigiaidd a pharchus, ac yn ymdrechu i fod yn batrwm i bawb o'u cwmpas.

Credwn yn gryf na ellir trin bwlio'n effeithiol heb fabwysiadu agwedd ysgol gyfan a chydweithio gydag asiantaethau allanol priodol. Yn ogystal â gwneud staff yn ymwybodol o gynnwys y polisi bydd yr ysgol yn sicrhau fod ein siarter gwrth-fwlio ar gael i'r holl ddisgyblion.

## **Cyfranogiad Rhieni/Gofalwyr**

Mae Ysgol Pant y Rhedyn yn rhwymedig i weithio mewn partneriaeth gyda rhieni/gofalwyr, ac yn credu y cawn y canlyniadau gorau pan fydd gweithwyr proffesiynol a rhieni'n gallu cydweithio pan fydd bwlio'n digwydd.

Fel ysgol sylweddolwn ddylanwad pwysig rhieni/gofalwyr ar eu plant, a'n gobaith yw y gallwn ddefnyddio cytundebau ysgol/cartref i gael eu cymorth os bydd eu plentyn/plant yn rhan o unrhyw fwlio – naill ai fel didoddefwr neu ormeswr.

Os bydd plentyn yn rhan o un digwyddiad difrifol neu fod gennym dystiolaeth fod yr un plentyn yn destun cyson mewn digwyddiadau llai difrifol (naill ai fel yr un a dargedir neu'r un a gyhuddir o fwlio) bydd yr ysgol yn hysbysu rhieni/gofalwyr ac yn eu gwahodd i gymryd rhan yn rheoli'r broblem ac i rwystro digwyddiadau cyffelyb eto. Bydd staff yr ysgol yn gyfrifol am ymdrin â digwyddiadau unigol llai difrifol, a chysylltir â'r rhieni/gofalwyr.

Os na fydd rhieni/gofalwyr yn fodlon gyda'r modd yr ymchwiliodd yr ysgol i'r ddigwyddiad o fwlio honedig gallant, fel cam cyntaf, gwyno wrth y Pennaeth. Os byddant yn dal yn anhapus gallant gymryd cam pellach a mynegi eu hanfodlonrwydd wrth y Corff Llywodraethol drwy Gadeirydd y Llywodraethwyr iddo ef/hi benderfynu a gynhelir ymchwiliad. Trefnir i'r rheini/gofalwyr gael adroddiad uniongyrchol o'r canlyniadau.

## Gwethdrefnau i'w dilyn

### Gweithredu

Mae Ysgol Pant y Rhedyn yn rhwymedig i greu amgylchedd ddiogel fydd yn sicrhau fod y polisi hwn yn cael ei weithredu'n gydwybodol. Bydd pob aelod o staff sy'n addysgu ac yn goruchwyllo plant yn gyfrifol am ymdrin â digwyddiadau a ddaw o fewn diffiniad yr ysgol o fwlio, a byddant yn gyfrifol am roi pob cymorth i'r sawl a dargedir. Cofnodir pob digwyddiad o'r fath ar y ffurflenni priodol (gweler adran 10).

Rhaid i'r plant sylweddoli fod yn rhaid dweud wrth y staff am unrhyw ddigwyddiad amheus neu unrhyw bryderon fydd ganddynt ac y gweithredir mewn modd priodol gydag unrhyw achos o fwlio.

### Rheoli digwyddiadau

#### Gweithredir fel a ganlyn:

Siarad gyda'r unigolion fydd ynghlwm wrth unrhyw ddigwyddiad o fwlio a gofnodir  
Siarad gyda rhieni/gofalwyr y dioddefwyr a'r gormeswyr honedig  
Cyfeirio diwgyddiadau difrifol i sylw'r cydlynnydd gwrth-fwlio  
Gwahodd rhieni/gofalwyr y disgyblion dan sylw i ddod i'r ysgol i drafod y digwyddiad  
Hysbysu'r Pennaeth ar unwaith  
Gweithredu'n gyflym ac yn briodol

Cyfeirio at 'siart lif' AALL Conwy "Ymateb i Ddigwyddiad o Fwlio" (gweler Adran 10b ac Adran 10c ar Cofnodi/Monitro Digwyddiadau)

### Cefnogaeth i Unigolyn a Dargedir

Bydd yr ysgol yn cynnig cymorth gweithredu, llawn cydymdeimlad a chefnogaeth i blant a dargedir gan fwli. Penderfynir natur yr ymateb gan anghenion arbennig yr unigolyn, a gall gynnwys:

ymateb ar unwaith i rwystro'r digwyddiad, a diogelu'r unigolyn  
cadarnhad positif mai dweud am y digwyddiad oedd y peth cywir i'w wneud  
sicrhau nad yr unigolyn a dargedwyd oedd yn gyfrifol am ymddygiad y bwli  
strategaethau i atal digwyddiadau pellach  
mynegi cydymdeimlad ac empathi  
cynghori  
cysuro cyfeillgar  
hyfforddiant pendantrwydd/datblygu hunan barch  
goruchwyliaeth/monitro ychwanegol  
creu grŵp cefnogi  
cymodi/mentora cyfoedion  
hysbysu/cynnwys rhieni/gofalwyr  
oedolyn yn cymodi rhwng gormeswr a dioddefydd (gan ofalu nad yw'r perygl yn cynyddu  
i'r un a dargedwyd)  
trefnu i adolygu cynnydd

### **Cefnogaeth i'r bwli**

Mae Ysgol Pant y Rhedyn yn cymryd agwedd ddifrifol iawn tuag at fwlio, ac yn mabwysiadu dulliau cefnogol, pragmataidd, a cheiso datrys problemau mewn modd fydd yn galluogi gormeswyr i addasu eu hymddygiad. Credwn fod defnyddio sancsiynau yn yr ysgol yn ddefnyddiol i hyrwddo newid ac i ddangos i rai sy'n bwlio nad yw eu hymddygiad yn dderbyniol.

Cefnogi plant mewn modd gadarnhaol i hyrwyddo newid a rheoli ymddygiad annerbyniol gweithredu ar unwaith i atal achos o fwlio rhag iddo ddatblygu'n rhywbeth gwaeth gofalu fod bwlis yn sylweddoli nad yw eu hymddygiad yn dderbyniol  
colli manteision awr ginio/amser chwarae  
cadw plant i mewn 'cofnod cosb'  
eu tynnu allan o ddosbarth/grŵp  
hysbysu rhieni/gofalwyr  
arwain i ffyrdd gwahanol o ymddwyn  
cyferio i sylw gwasanaeth cynhwysiad cymdeithasol  
bod yn gyfryngwr rhwng y bwli a'r un a dargedwyd (os yn dderbyniol)  
cofnod pendant o waharddiad  
gwaharddiad parhaol (mewn achosion difrifol a allai gynnwys traist)

## **Monitro a Gwerthuso**

Os gall yr ysgol ddiffinio digwyddiad fel achos o fwlio fe'i cofndir ar Sims a MyConcern.

Enwebwyd Matthew Jones, i fod yn gydlynnydd Gwrth-Fwlio ac i fod yn gyfrifol am fonitro, adolygu, gwerthuso a chyflawni dyletswyddau prosesau cofnodi digwyddiadau perthnasol i'r polisi hwn.

Yn dilyn cynnal trafodaethau gyda disgyblion, rheini/gofalwyr a staff llunir adroddiad blynnyddol i'r Corff Llywodraethol fydd yn nodi nifer y digwyddiadau, a thynnu sylw at unrhwy dueddiad a allai ddeillio ohonynt. Gall rhieni/gofalwyr ofyn am gael gweld yr wybodaeth hon.

Bydd staff yr ysgol a'r Llywodraethwyr yn gwerthuso effeithiolrwydd y polisi, ac yn cynnig unrhyw newidiadau a allai ddileu unrhwy bryderon fydd ganddynt. Cyflwynir y rhain i sylw staff, rhieni/gofalwyr a disgyblion.

## **Monitro a Gwerthuso Polisi Ysgol**

Disgyblion

Rhieni/gofalwyr

Staff

Llywodraethwyr

Cysylltir gydag asiantaethau allanol e.e. Swyddog Cyswllt yr Ysgol, Ymgynghorydd Iechyd Pobl Ifanc a ChildLine pan fyddwn yn adolygu'r polisi

**Cymeradwyir adolygu'r polisi o leiaf bob tair blynedd.**

## **Casgliadau**

Rydym yn cydnabod na fydd polisi gwrthfwlio ar ben ei hun yn ddigon i atal bwlio.

Paratowyd y polisi gan: Weithgor Gwrth Fwlio mewn Ysgolion, AALI Conwy

Trafodwyd gyda Staff: Gwanwyn 2021

Cytunwyd gyda'r Llywodraethwyr: Gwanwyn 2021

Dyddiad adolygu: Gwanwyn 2022.



Chair of Governors