



Anti-Bullying Policy

September 2025

Respecting Others: Anti-Bullying Policy

This school believes that bullying is unacceptable and should not be tolerated. All members of the school community share a collective responsibility for tackling bullying should it occur and in working together to promote positive behaviour.

“All children, whatever their race, sex, beliefs and abilities have the right to be safe and to be free from oppression, humiliation and abuse.” The Children’s Act, 2004

Aims of the policy: Our Policy is a working framework to support our whole school ethos which is to ensure that children feel safe, secure confident and happy. It is designed to prevent bullying behaviour wherever possible, to respond consistently in line with agreed procedures, should it occur, and to provide support to those involved as appropriate. Our pupil’s health and wellbeing is of paramount importance. This policy also adheres to the school’s PREVENT policy, (tackling Extremism and Radicalisation).

Prevention includes sending out a clear message that negative behaviour is anti-social, unacceptable and will not be tolerated here. **This school policy is based on the Welsh Government initiative and Guidance “Respecting Others: Anti-Bullying Guidance”.** It can be accessed from <https://www.gov.wales/pupil-inclusion-wellbeing-behaviour-and-attendance>

What is Bullying behaviour?

“Bullying is when someone hurts, threatens or frightens you regularly” Definition used by SCPO Police Liaison Officers in School Beat Workshops in schools in Pembrokeshire.

Bullying is deliberately hurtful and designed to cause distress. It is usually repeated over a period of time and is difficult for the person being bullied to defend themselves against. It involves an imbalance and abuse of power and is not age dependent. It may have a racist or discriminatory motivation and can focus on ethnicity, culture, class, religion, learning difficulties, gender, sexuality, long-term health conditions and disability. It may be based on small differences between children which are not always clear to us and may shift and develop as relationships change. Bullying behaviour may be shown by individuals or groups. It may not always be clear who is manipulating the behaviour we see. Some children can be ‘provocative victims’, e.g. by behaving in a tiresome way which eventually triggers a response which may then be seen to be bullying.

Bullying is not falling out with friends, choosing not to play with someone, disliking someone, one-off aggressive behaviour such as a fight between children who disagree, accidental physical contact, or the normal rough and tumble of playground life.

Bullying can take many forms, but the main types are:

- Physical – e.g. hitting, kicking, punching, spitting, biting, sexual harassment, having belongings damaged, stolen or removed.
- Verbal – e.g. name calling, teasing, insulting, sarcasm, threats, offensive remarks, sexual/racial comments.

- Emotional / Psychological – e.g. excluding, humiliating, dirty looks, making distressing comments about family members, spreading stories/malicious rumours.

There are also specific types of bullying relating to identities that should be part of these existing strategies. Schools may benefit from some additional support when devising preventative and responsive measures to different types of identity-based bullying. To this end, the Welsh Government has produced a set of type-specific anti-bullying guidance for schools.

The set includes:

- bullying around race, religion and culture
- bullying involving learners with special educational needs and disabilities
- homophobic bullying
- sexist, sexual and transphobic bullying.
- cyberbullying.

These specific types of bullying should be tackled by the school using the guidance materials on the Welsh Government's website at: <https://www.gov.wales/pupil-inclusion-wellbeing-behaviour-and-attendance>

Bullying affects everyone, not simply the victims and the instigators. It has an influence on other children who may witness violence, aggression and the distress of the victim.

Our whole school approach to preventing bullying includes:

- Developing a positive ethos which includes knowing bullying is unacceptable;
- Expecting positive behaviour which helps and supports learning and development;
- Promoting co-operation and expecting socially responsible behaviour;
- Encouraging those who witness bullying to act positively by alerting staff and exerting collective peer pressure to deter the bullies;
- Valuing and celebrating everyone's differences, skills and talents;
- Supporting the development of emotional literacy, self-esteem and resilience through assemblies, Circle Time, PSE, the Healthy Schools programme, skills development, teaching pupils personal coping strategies, School Council involvement, Buddy schemes and Peer Mentoring;
- Active involvement of our designated Police SCPO in the delivery of the all Wales School Liaison Core Programme;
- Showing respect for others;
- Making the information in this policy available to all stakeholders;
- Involving all members of the school community in designing/implementing policy.

Why should we be concerned?

Someone who is experiencing bullying will be upset and distressed and find it hard to concentrate on work or learning. There may be signs such as poor attendance, truancy, being late, being off school sick, becoming withdrawn and anxious, losing possessions and money, having mood swings, and showing untypical behaviour.

Encouraging reporting of incidents if bullying occurs:

- Pupils in this school can be assured that their concerns will be responded to with sensitivity. All reports will be taken seriously and investigated;
- Confidentiality for anyone who shares information will be respected;
- Opportunities for children to communicate concerns include a problem box, access to any member of staff, representation on the School Council and buddies/mentors who will pass on concerns;
- This school takes into account the guidance given in the All Wales Police “School Beat” guidance document.

If bullying occurs, we will implement the following procedures, as appropriate, in line with the Welsh Government’s “Respecting Others” guidance:

- We will take all incidents seriously and record their occurrence.
- Investigate the incident/establish facts by independently talking to all involved;
- Use appropriate intervention techniques to manage difficulties between bullies & victims; encourage reconciliation where this is possible/feasible;
- Where bullying behaviour has been established, implement agreed sanctions consistently and fairly as necessary to prevent further incidents;
- Involve parents as early as possible where incidents merit it;
- Keep accurate, factual records of all reported incidents and the school’s response.
- Always follow-up incidents after they have been dealt with and review outcomes to ensure bullying behaviour has ceased;
- Provide on-going support for those involved where necessary;
- Consider using a ‘Restorative Practice’ approach, where appropriate.

Depending on the type of incident, if sanctions are used, these may include:

- Withdrawing privileges/free time; preventing access to parts of school; lunchtime exclusion; short term exclusion; involving parents as/when necessary; involving appropriate outside agencies; including details on the bully’s school record; exclusion.

SUMMARY: Strategies and preventative measures to reduce the likelihood of bullying in this school :

- A whole-school approach involving everyone (staff, students, parents & governors) in developing and implementing this policy;
- Awareness raising of the issues, procedures, sanctions and method of monitoring bullying, e.g. assemblies, pastoral work, PSE, parents meetings, newsletter, website;
- An ethos of personal responsibility where students are encouraged to tell if they experience bullying themselves or see others being bullied – knowing that not taking action condones the behaviour;
- Having a system in place for students to inform staff in confidence when bullying occurs; ensuring staff are appropriately trained and supported to respond to this;

- Developing our understanding of collective responsibility through Support Groups, Circle Time, School Council, Peer Mentoring/ Support, appropriate curricular work (eg PSE, ELSA and our Healthy Schools initiative; sessions with School Community Police Officers);
- Having a clear, explicit link with the school's Behaviour and Child Protection & Safeguarding Policies;
- Including our approach towards bullying in our home-school agreement;
- Providing clear information and guidance on dealing with bullying and the help which is available for students, parents and staff.

Reviewing the policy

The final details of this policy have been drawn up in consultation with pupils, parents, staff and members of the school community.

It will be discussed, reviewed and revised annually.