

# **Hywel Dda Primary School**

## **Anti-Bullying Policy**

### **September 2023-2024**



#### **Introduction**

At Hywel Dda Primary Primary School we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable. If bullying does occur, all pupils should be able to tell someone and know that the incident will be dealt with promptly and effectively. We are a 'Telling' school. This means that anyone who knows that bullying is taking place is expected to tell a member of staff.

#### **The United Nations Convention for the Rights of the Child (UNCRC)**

states that every Child and Young Person in Wales (0-18 yrs) has an entitlement to:

- Have a flying start in life
- Have a comprehensive range of education and learning opportunities
- Enjoy the best possible health and be free from abuse, victimisation and exploitation
- Have access to play, leisure, sporting and cultural activities
- Are listened to, treated with respect, and have their race and cultural identity recognised
- Have a safe home and a community which supports physical and emotional wellbeing
- Are not disadvantaged by poverty

#### **Objectives of this policy**

##### **To ensure that**

- All governors, teaching and non-teaching staff, pupils and parents have an understanding of what bullying is.
- All governors, teaching and non-teaching staff know what the school policy is on bullying and follow this policy when bullying is reported.
- All pupils and parents know what the school policy is on bullying and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying is not tolerated.

## **Race Equality Statement**

At Hywel Dda Primary School we are committed to race equality, promoting positive approaches to difference and fostering respect for people of all cultural backgrounds. We are opposed to all forms of racial prejudice and discrimination. Language or behaviour that is racist or potentially damaging to any ethnic or racial group will not be tolerated and will be challenged.

At Hywel Dda Primary School we recognise that Wales and the U.K. have diverse societies made up of people from many different racial, cultural, religious and linguistic backgrounds. It is important that all pupils are prepared to live in such a diverse society.

Likewise, other protected characteristics, as identified in the Equality Act, such as gender and sexuality, will also not be tolerated and will be challenged.

## **What is bullying?**

Whilst there is no legal definition of bullying, at Hywel Dda Primary School we define bullying as behaviour that is intended to deliberately hurt another person (including aggression) either physically or emotionally.

Bullying occurs usually over a period of time. However, we recognise that even a one-off incident can leave a pupil traumatised and nervous of future recurrence. Stress is not only caused by what has happened, but by the fear of what might happen.

Bullying is difficult for victims to defend themselves against. Individual pupils' perspectives on what constitutes bullying are also a key element to take into account.

Bullying may be related to race, gender, religion, culture, ALN/disability, appearance, home circumstances or sexual orientation. It may also

Bullying can take many forms, including:

- Emotional: e.g. being unfriendly, unkindness, excluding, turning others against them, tormenting, or deliberately targeting a child to wind them up and get a reaction or to get them in trouble
- Physical: e.g. pushing, kicking, hitting, punching or any use of violence
- Racist: e.g. racial taunts, racist words, gestures, graffiti
- Sexual: e.g. unwanted physical contact, sexually abusive comments
- Verbal: e.g. name calling, sarcasm, spreading rumours, teasing, put-downs
- Homophobic: because of or focusing on the issue of sexuality)
- Cyber bullying: misuse of internet, such as email and internet chat

## **Why is it important to respond to bullying?**

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. **This is why we take seriously our responsibility to respond promptly and effectively to issues of bullying.**

## **Universal Signs and Symptoms of Bullying**

A child may indicate by signs or behaviour that he/she is being bullied. Adults should be aware of these possible signs, and they should investigate if a child: -

- Is frightened of walking to or from school
- Changes their usual routine.
- Is unwilling to go to school.
- Becomes withdrawn, anxious or lacking in confidence.
- Start stammering.
- Attempts or threatens suicide or runs away.
- Cries themselves to sleep at night or has nightmares.
- Feels ill in the morning.
- Begins to do poorly in his/her school work.
- Has possessions go 'missing'.
- Has unexplained cuts or bruises or torn clothes
- Becomes aggressive, disruptive or unreasonable.
- Is bullying other children or siblings.
- Stops eating.
- Is frightened to say what is wrong.
- Asks for money or starts stealing money (to pay bully).
- Gives improbable excuses for any of the above. These signs and behaviours could indicate other issues, but bullying should be considered a possibility and should be investigated.

## **Action Taken At Hywel Dda Primary School To Prevent Bullying**

At Hywel Dda during 2023-2024, we are also working alongside 'Bullies out'. This is to provide a clearer understanding for our older pupils about what bullying is. These pupils will then have extra responsibilities: speaking to other year groups about bullying and how to show more empathy to others.

We aim to ensure:

- Adherence by all members of staff to the school's Positive Relationship Policy
- A focus on reduction of rough play, which in itself can mask bullying.
- A caring environment is created, where our values of kindness and respect, plus concern for the individual, is emphasised wherever possible.
- Staff training takes place regularly to ensure that all staff convey the consistent message that bullying will not be tolerated
- Staff encourage the children to talk about bullying.
- Teachers, parents, Governors and all staff are aware of the school policy on bullying.
- Frequent reminders are given to the children that they can tell any member of staff about bullying, with assurance that the children's complaints will be taken seriously.
- Ensure up to date anti-bullying posters and displays are placed around school.
- The anti-bullying message is very regularly give to pupils, including, but not limited to, Anti-Bullying Week each November

- An Anti-bullying Pupil Action Group is set up to promote Anti-bullying across the school
- Health and Wellbeing, Literacy and drama lessons that focus on bullying and being unkind
- Specific lessons on cyber-bullying and kind/responsible use of social media
- Discussions at Senedd (School Council) meetings
- ELSA and Thrive interventions take place to support any victims of bullying
- Circle Times in class discuss bullying and options available to anyone being bullied
- An anti-bullying ethos is created and all members of the school community are committed to this
- Children all understand their duty to take action to stop bullying – such as reporting it to an adult
- An increase in staff presence on the playground during break/lunchtimes, with better organisation and supervision during these less-structured times to ensure bullying opportunities are minimized. *These staff not only deal with incidents as they arise, but also engage pupils in play activities so reducing the opportunity of bullying.*

**If pupils feel they are being bullied, they can:**

- Tell a friend
- Tell a teacher or adult in school whom they feel they can trust
- Put their face on the sad section on the class daily check in boards. An adult will then speak with them
- Tell a parent or adult at home whom they feel they can trust, who can then help them speak to staff at school
- Discuss it in class circle time

**When the prevention strategies do not successfully stop bullying occurring, or the school receives a complaint of bullying, the following process is followed:**

- The complainant is informed of how and when the complaint will be investigated
- The person alleged to be bullying someone will be interviewed
- If there are more than one alleged bullies, they will be interviewed both separately and together
- The victim and anyone else who witnessed the incident will be interviewed
- Whatever the outcome of the investigation, all parties will be left in no doubt as to the effects of bullying and the school's policy
- In the event of a complaint being upheld, the perpetrator / perpetrators will be told to stop and a restorative meeting will be held between the victim and bully in most cases
- Parents of both perpetrators and victims will be informed verbally or in writing of the outcomes of the investigations and of any immediate sanctions, or of future sanctions if there should be a recurrence.

***Possible sanctions: These range from withdrawal from playground to parents being requested to collect and supervise pupils on the journey from school to both fixed term and permanent exclusion.***

Victims will be given a guarantee that any repercussions will lead to the immediate imposition of the agreed sanctions.

Sometimes, an investigation will show there has been an issue which is not bullying, but still has upset children and action is needed. For example, it may have been a misunderstanding, a one-off act of unkindness, and argument or a friendship or relationship issue. On these occasions, pupils will be brought together to discuss and restore their relationship. If one pupil's actions could be construed as bullying if they continue, this will be made clear to that child and a record of this will be kept on MyConcern.

**All bullying allegations and investigations will be logged on 'My Concern' and the appropriate incident logs will be uploaded.**

### **Conclusion**

Bullying under any circumstances will not be tolerated. Bullying is a major concern both in school and in society as a whole. It can have a dramatic effect on a child's achievement and is a significant barrier to learning. The long-term damaging effects of bullying can lead to low self-esteem, and could contribute towards poor social, emotional and educational development. Bullying can lead to disaffection from school, which can prevent inclusion and impinge upon the individual's human rights.

At Hywel Dda Primary School we endeavour to implement this Anti-Bullying Policy in conjunction with our Positive Relationships Policy, to protect the pupils in our care from bullying and its potentially devastating consequences.

### **Reviewing the Policy**

The Head teacher and staff will monitor the effectiveness of this policy on a regular basis. The Governing Body will review this Policy every two years. The governors may, however, review the Policy earlier if the government introduces new regulations, or if the governing body receives recommendations on how the policy might be improved.

Signed:

Headteacher

Anti Bullying Governor  
(Chair of Governors/Safeguarding)

Date:



### Hywel Dda Primary School Alleged Bullying Incident Log



Section A							
Child(ren) alleged to be experiencing bullying behaviour	Name: Age: Gender: Ethnicity: Religion: Looked after child: Y/N On the ALN REG: Y/N						
Child(ren) alleged to be engaging in bullying behaviour	Name: Age: Gender: Ethnicity: Religion: Looked after child: Y/N On the ALN REG: Y/N						
Reported by:	Date:						
Reported to:	Position:						
Investigation by	Date:						
Account of incidents reported: (please continue a separate sheet if necessary)							
<b>Investigation Action (Please tick all that apply)</b> <table border="0"><tr><td><input type="checkbox"/> Spoken with alleged victim(s)</td><td><input type="checkbox"/> Documented discussions</td></tr><tr><td><input type="checkbox"/> Spoken with alleged perpetrator(s)</td><td><input type="checkbox"/> Reported to an external agency</td></tr><tr><td colspan="2"><input type="checkbox"/> Identified &amp; spoken with bystanders/witnesses</td></tr></table> Has a pattern of behaviour been identified? <input type="checkbox"/>		<input type="checkbox"/> Spoken with alleged victim(s)	<input type="checkbox"/> Documented discussions	<input type="checkbox"/> Spoken with alleged perpetrator(s)	<input type="checkbox"/> Reported to an external agency	<input type="checkbox"/> Identified & spoken with bystanders/witnesses	
<input type="checkbox"/> Spoken with alleged victim(s)	<input type="checkbox"/> Documented discussions						
<input type="checkbox"/> Spoken with alleged perpetrator(s)	<input type="checkbox"/> Reported to an external agency						
<input type="checkbox"/> Identified & spoken with bystanders/witnesses							
<b>Outcome: (Please tick)</b> Bullying incident confirmed <input type="checkbox"/> Bullying incident not confirmed <input type="checkbox"/> Insufficient evidence to decide <input type="checkbox"/> Work completed with alleged victim: YES/NO  <b>*If incident has been confirmed please complete section B</b>							

**SECTION B: Bullying Incident Confirmed****Have victim's parents been informed?**

YES

NO

Date informed:

**Have perpetrator's parents been informed?**

YES

NO

Date informed:

Follow up Action Taken: (please tick all relevant boxes)

- ☐ Referred to Anti Bullying Policy
- ☐ Mediation/Restorative meeting
- ☐ Group work
- ☐ Whole class assembly/circle time
- ☐ 1:1 support for the victim (Please state below the support given)
- ☐ 1:1 support for bully (Please state below the support given)
- ☐ Outside agency involved
- ☐ Discussions with parents
- ☐ Other (Please specify) .....

**Please outline support provide to:*****Victim:******Bully:******Group support/class support:***

Have previous incidents been reported by victim: YES NO

Have previous incidents been reported about the perpetrator: YES NO

Review date:

Reviewed by: