



**YSGOL
CEFNLAYS**

ANTI-BULLYING POLICY

Reviewed: Currently under review

Chair of Governors:

Head teacher:

Date:

Next Review:

Spring 2027

This policy is written in accordance with the Rights, respect, equality: Statutory guidance for governing bodies of maintained schools. To read the full document see

<https://gov.wales/sites/default/files/publications/2019-11/rights-respect-equality-guidance-for-parents-and-carers.pdf>

At Ysgol Cefnlllys every person has a right to feel safe, happy and included. All bullying of any sort is therefore unacceptable. We recognise the effects that bullying can have on pupils' wellbeing and on their school work, and the school community will actively promote an anti-bullying environment. We take a proactive approach to preventing all bullying and to mitigating its effects when it occurs.

No child at Ysgol Cefnlllys will be labelled a bully, we focus on the behaviour, which is separate to the person, and it is the behaviour that can change. Where necessary we will use the terms 'target' and 'perpetrator'.

All schools encounter negative behaviour in their settings, which needs to be addressed.

Young children who bully others by using insults may not always understand the hurt they have caused and may be repeating what they have heard at home or in the community. Sensitive restorative work and education can be effective and will be put in place in these cases.

Our intervention for any negative behaviour will be addressed under our Positive Behaviour Policy.

We will aim to:

- provide a learning environment free from any threat or fear.
- reduce and to eradicate wherever possible, instances in which pupils are made to feel frightened, excluded or unhappy.
- establish a means of dealing with bullying, and of providing support to pupils who have been bullied.
- ensure that all pupils and staff are aware of the policy and that they fulfil their obligations to it.
- always have a strong focus on an outcome based on restorative practice

Definition of Bullying

There is no legal definition of bullying in Wales or the UK. Bullying is expressed through a range of hurtful behaviours, it can happen face to face or in the digital environment.

Bullying differs from an argument, a fight or friendship fallout in that it:

- is deliberate or intentional
- is generally repeated over time
- involves a perceived imbalance of power between perpetrator and target
- causes feelings of distress, fear, loneliness, humiliation and powerlessness

Bullying can be described as being

"a deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully. Bullying can range from ostracising, name-calling, teasing, threats and extortion, through to physical intimidation, assault on persons and/or their property. It is usually a series of such incidents."

We teach the children:

1. Bullying is a repetitive act that occurs over time. This differentiates bullying from aggressive acts that occur only once.
2. Bullying involves an imbalance of power between the bully and the victim such as the number of people involved.
3. Bullying involves an imbalance of power between the bully and the victim such as age.

Bullying can have different forms:

- **Physical** - Using physical actions to gain power and control over their target
- **Verbal** - Using words, statements, and name-calling to gain power and control over a target.
- **Emotional** - behaviour intended to isolate, hurt or humiliate someone
- **Indirect** - sly or underhand actions carried out behind the target's back or rumour-spreading
- **Online** - Using the Internet, social media or other technology to harass, threaten, embarrass, or target another person.

- **Sexual** - consists of repeated, harmful, and humiliating actions that target a person sexually. Examples include sexual name-calling, crude comments, vulgar gestures, uninvited touching, sexual propositioning, and pornographic materials.
- **Prejudicial** - against a learner or group because of different races, religions, or sexual orientation.
- **Relational Aggression** - tries to harm the target's relationships or social status: drawing friends away, exploiting a person's ALN or long-term illness, targeting their family's social status, isolating or humiliating someone or deliberately getting someone into trouble

Any form of Bullying, is not tolerated. It is **everyone's** responsibility to try to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

The most serious offences may be reported to the police and/or social services at the discretion of the Headteacher in line with the Wales Safeguarding Procedures.

Bullying may be brought to the attention of any member of staff by the victim(s), their friend(s), their parent(s) or other interested people.

What is NOT Bullying?

The following are cases which would not normally be considered bullying

- friendship fallouts
- a one-off fight
- an argument or disagreement
- a one-off physical assault
- insults and banter
- a one-off instance of hate crime

Creating an anti-bullying climate

Our school's Positive Behaviour Policy explains how we promote positive behaviour in school to create an environment where pupils behave well; where they take responsibility for each other's emotional and social well-being and include and support each other.

Our curriculum will be used to:

- Raise awareness about bullying and our anti-bullying policy.
- Increase understanding for targets and help build an anti-bullying ethos.
- Teach pupils how constructively to manage their relationships with others.

Circle Time, role-play, assemblies and visits from external agencies will be used to show what pupils can do to prevent bullying, and to create an anti-bullying climate in school.

Our Sennedd (school council) offers a forum in which concerns about bullying can be discussed on a regular basis.

Staff will:

- Continue to have firm but fair behaviour strategies. Our Ways of Being are simple and easy to understand and are shared with all pupils.
- Encourage pupils to discuss how they get on with other people and to form positive attitudes towards other people.
- Take the incident or report seriously
- Reassure the target, don't make them feel inadequate or foolish
- Use the range of sanctions outlined in our Positive Behaviour Policy
- Explain clearly any sanction/consequence and why it is being given.
- Inform the Headteacher, Deputy Headteacher or member of the Senior Management Team. All reports of bullying will be logged by the Headteacher.

As a parent what can you do?

- Look for unusual behaviour in your children. For example, they may suddenly not wish to attend school, feel ill regularly.
- 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.
- Refrain from discussing it with other parents and/or posting anything related on social media.

- It is important that you advise your child not to fight back. It can make matters worse!
- Tell your child 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, so that he/she will not be afraid to ask for help.

Strategies and procedures for dealing with issues of bullying.

The Headteacher will inform both/all sets of parents calmly, clearly and concisely and reassure both sets of parents that the incident will be dealt with and how it will be dealt with. A range of different interventions and processes may be utilised including Restorative Approach and Thrive.

Interventions may be at class level, year group level or only with the individuals involved in the incident.

There are a variety of intervention methods that school may decide to use. The Head teacher and SLT will decide on the most appropriate intervention, including

- **Mediation** - this involves helping the perpetrator and target of bullying talk about the issue and agree on a solution
- **Restorative approaches** - built on values, which separate the person from the behaviour, they promote accountability and seek to repair any harm caused in a situation.
- **Building resilience** - strengthening the learner's ability to effectively cope, adjust or recover from being bullied or facing other sources of trauma, stress or adversity; equipping learners with a solid foundation or emotional resilience by ensuring that they feel accepted.
- **Peer Support** - is about children and young people feeling accepted and included by other learners. It can help individuals feel like they belong in a school and can be an important factor in reducing bullying and conflict.
- **School Sanctions** - we may use disciplinary sanctions as a last resort. The consequences of bullying reflect the seriousness of the incident.

The following procedure will be followed when bullying is identified

1. Discuss the nature of the behaviours with the target at length, recording all the facts.
2. Identify the perpetrator(s) and any witnesses.
3. Interview witnesses.
4. Discuss the incident(s) with the alleged perpetrator(s). Encourage them to tell the truth about the situation/incident. Make it clear that this is only an investigation at this stage.
5. If the perpetrator owns up, make it understood that this bullying behaviour is not acceptable. Apply sanctions relevant to the type of bullying. If the allegation of bullying is denied, investigate further. If there is sufficient evidence that the bullying occurred, apply relevant sanctions.
6. Hold separate discussions with parents of perpetrator and target.
7. Provide a Pastoral Support Programme for the target
8. Provide a Pastoral Support Programme for the perpetrator. This will include a Behaviour Contract drawn up for individuals. (Restorative Approach). This may include appropriate sanctions or these may follow if the behaviours continue.

Online Bullying

We will address online bullying where it has an impact on the wellbeing of learners at our school. A case may be referred to the appropriate agency or service and we will always act in cases that involve a safeguarding concern.

Bullying off the School Premises

School is not directly responsible for bullying off the school premises.

Where possible, Ysgol Cefnlllys will support pupils who have been bullied on their way to or from school, by pupils from another school or by other persons.

Parents will be informed of any incidents reported to the school.

The right of parents/carers to escalate the matter

Having reported an issue regarding bullying to the school, if a learner or their parent/carer does not feel that the school has taken it seriously or has not addressed their concern as per this policy, they can make a formal complaint. They will need to follow the school's Complaints Policy.