

Article 28: You have the right to a good quality education. You should be encouraged to go to the highest level you can.

Article 15: You have the right to choose your own friends.

Article 19 - You should not be harmed and should be looked after and kept safe.

Article 29: Your education should help you develop your talents and abilities. It should also help you learn to live peacefully, protect the environment and respect other people.

Blaenymaes Primary School



Anti-Bullying Policy

Approved by Governing Body on	November 2022
Signed by Chair of Governors: A. Charles	
Signed by Head Teacher : K.Lecrass	
Reviewed	November 2024

Our school is a place where every person has the right to be themselves and to be included in a safe and happy environment. Everyone at our school is equal and treats each other with respect and kindness.

Aims and purposes of this policy

Bullying of any kind is unacceptable and will not be tolerated at Blaenymaes Primary school. At Blaenymaes Primary school the safety, welfare and well-being of all pupils and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination. We actively promote values of respect and equality and work to ensure that difference and diversity is accepted across the whole school community. We want to enable our pupils to become responsible citizens and to prepare them for life in 21st Century Wales. These values reflect those that will be expected of our pupils by society when they enter secondary school and beyond in the world of work or further study.

We are committed to improving our school's approach to tackling bullying and regularly monitor, review and assess the impact of our preventative measures.

What is bullying?

- It is deliberately hurtful behaviour
- It is **repeated** over a period of time
- It is difficult sometimes for those being bullied to defend themselves

The **STOP** acronym can be applied to define bullying:

Several Times On Purpose.

There are many forms of bullying. Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards another individual or group.

At Blaenymaes Primary School, we identify these as bullying:

PHYSICAL - such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone.

ATTACKING PROPERTY - such as damaging, stealing or hiding someone's possessions.

VERBAL - such as name calling, spreading rumours about someone, using derogatory offensive language or threatening someone.

PSYCHOLOGICAL - such as deliberately excluding or ignoring people.

CYBER – such as using text, email or other social media to write or say hurtful things about someone. Name calling, insulting & hurtful comments including sexual remarks.

Bullying Directed Towards Race, Gender, Sexual Orientation or Disability

Blaenymaes Primary School will not tolerate bullying against anyone because of his or her race, gender, sexual orientation or disability. The school will take preventative action to reduce the likelihood of bullying incidents of this nature occurring. Stereotypical views are challenged and pupils learn to appreciate and view positively differences in others, whether arising from race, gender, ability or disability.

Racial Bullying/Harassment

Racial bullying will not be tolerated in Blaenymaes Primary School and will be treated severely. If a child receives verbal abuse, physical threats or attacks, or if a pupil brings racist literature into school, incites others to behave in a racist way or writes racist insults, the following strategies will be implemented.

A full investigation will be carried out, recording incidents on My Concern and on Swansea LA forms. Blaenymaes Primary School has a duty to develop children's understanding of ethnic diversity issues and explore racial acceptance in RSE and RVE lessons.

Blaenymaes Primary School guarantees confidentiality and support for those being bullied. Racial incidents are reported to the Governing Body and LA as required.

Sexual Orientation

Strategies to deal with such bullying include:

- awareness by staff that homophobic bullying can occur
- challenging homophobic language and explore pupils' understanding - they might not understand the impact
- guaranteeing confidentiality and support for those being bullied
- implement discipline procedures if the bullying warrants it.
- Logging any incidents on My Concern so all teachers are aware.

Additional Learning Needs or Disabilities

Pupils with additional learning needs or disabilities might not be able to articulate experiences as fluently as other children. However, they are often at greater risk of being bullied, both directly and indirectly, and usually about their specific disability.

Blaenymaes Primary School makes sure the behaviour of staff does not trigger bullying unintentionally. They should avoid undue attention towards ALN children compared with others, and should not make comments based on pupils' appearance or perceived character e.g. boys playing football poorly should not be told they play like girls. We try to make classroom activities and lessons sensitive to such children's needs. More Able and Talented pupils can also be affected by bullying. Teachers should treat this as seriously as any other type of bullying.

Who does it?

Bullying can happen in any situation and at any stage of our lives. Bullying is about reducing the freedom of others; not respecting another person's rights or space. It isn't right. Bullying is not only a school issue — it is a whole community issue. Bullying is unacceptable between anyone. It goes against what a school is really about - which is to care for and value people. As a school we recognise bullying can, and does, happen. We don't like it. It is unnecessary, unfair and unkind. We encourage all our pupils to speak openly and honestly about any incidents that they feel involve bullying whether they are the victim or not. We aim to follow up all reported incidents of bullying immediately when a complaint is made. We investigate; we listen and enquire. We do it gently and carefully, working with people. Where proven we then seek to stop it. Unfortunately, some investigations can take a long time. Verbal harassment can sometimes be difficult to deal with and some bullying can have a long history. All members of the school have a responsibility to recognise bullying and to take action when they are aware of it happening.

Pupils who are being bullied

If a pupil is being bullied they are encouraged to not retaliate but to tell someone they trust about it such as a friend, family member or trusted adult. They are also encouraged to report any bullying incidents in school;

- Report to a teacher - their class teacher, or any other member of staff
- Tell a Rhodri's Ranger who in turn can help them tell a teacher or member of staff
- Tell any other adult in school - such as lunchtime supervisors, teaching assistants or school office staff
- Tell an adult at home
- Report anonymously
- Call Child line to speak with someone in confidence 0800 1111 (there are posters around school).

Procedures and strategies for dealing with bullying

In dealing with bullying, we follow these fundamental guidelines.

- Never ignore suspected bullying.
- Never make premature assumptions.
- Listen carefully to all accounts - several pupils with the same version does not mean they are telling the truth.
- Adopt a problem-solving approach (Restorative Practice) that moves pupils forward.
- Follow up proven cases to check bullying has not returned.
- Keep detailed records on My Concern

Strategies have been introduced at Blaenymaes Primary School in our quest to eradicate bullying. Most staff have been trained in Restorative Practice and school follows guidelines and structured questions when dealing with any allegations of bullying. These strategies cover raising awareness about bullying and the Anti-bullying Policy, increased understanding for victims and teaching pupils how to manage relationships in a constructive way. Restorative approaches are refreshed for staff during training days.

Staff should apply one or more of the strategies below, depending on the perceived seriousness of the situation. The emphasis should always be one of showing a caring and listening approach to a complaint of bullying.

The following procedures should be followed by the Head Teacher, a member of the senior leadership team, class teacher or our EWO and the FIO

1. Discuss the nature of the bullying with the 'victim' at length, recording all the facts. This will require patience and understanding.
2. Identify the bully/bullies and any witnesses.
3. Talk to witnesses.
4. Discuss the incident(s) with the alleged bully/bullies. Discuss with them the allegations using structured questions provided by restorative practice. Make it clear that this is only an investigation at this stage.
5. If the bully owns up, make it understood that bullying is not acceptable and what effect it has on the victim and the rest of the children in the class/school. This will be followed up with a restorative circle.
6. If the allegation of bullying is denied, investigate further. If there is sufficient evidence that the bullying occurred, apply relevant sanctions.
7. Hold separate discussions with parents of bully and victim.
8. Provide a Pastoral Support Programme for the victim with a mentor (Rhodri's ranger) monitoring and observing at break times and lunchtimes, to make sure there is no repetition.

9. Provide a Pastoral Support Programme for the bully. This will include a Behaviour Support Programme with opportunities in P4C, circle time or restorative circles groups for the children to discuss relationships, feelings and the effect bullying can have on individuals.

In order to reduce incidents of bullying and recognise bullies, at Blaenymaes Primary school, all staff watch for early signs of distress in pupils.

There are posters around school advertising how children can report bullying and dissuading children from bullying eg Childline

Restorative Practice Questions which are on cards distributed to staff:

Responding to challenging behaviour:-

- What happened?
- What were you thinking of at the time?
- What have you thought about since?
- Who has been affected by what you have done?
- In what way have they been affected?
- What do you think needs to happen next?

Responding to those harmed:-

- What happened?
- What were your thoughts at the time?
- What have your thoughts been since?
- How has this affected you and the others?
- What has been the hardest thing for you?
- What do you think needs to happen next?

Reporting – roles and responsibilities

Staff:

All school staff, both teaching and non- teaching (e.g. Midday supervisors, caretaker, office staff) have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's efforts to prevent bullying. If staff are aware of bullying, they should reassure the pupils involved and inform a relevant member staff.

(SLT) Senior staff:

The Senior Leadership Team and the Head Teacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and well-being of all young people.

Parents and carers:

Parents and carers should look out for potential signs of bullying, such as

distress, lack of concentration, feigning illness or other unusual behaviour. Parents should encourage their child not to retaliate and support and encourage them to report the bullying. Parents and carers can report an incident of bullying to the school either in person, or by phoning or emailing the school office or a member of staff.

Pupils:

Pupils should not take part in any kind of bullying and should watch out for potential signs of bullying among their peers. They should never be bystanders to incidents of bullying. If pupils witness bullying they should support the victim, encourage them to report the bullying and, if possible, help them to tell a trusted adult.

Disciplinary Sanctions

Where bullying occurs between pupils this is what we do:

- Use a restorative circle between the pupils
 - Reprimand - which will be recorded on My Concern
 - Withdrawal at social times - lunchtimes and breaktimes if necessary/ internal exclusion where necessary within our Rhodri Rainbow Room
 - Contacting parents - a discussion with parents may be necessary
 - Exclusion from school, as a last resort - this may be necessary if bullying is repeated or if the incident is particularly unpleasant.

Bullying off the School Premises

Blaenymaes Primary School is not directly responsible for bullying off the school premises; however, where possible, we will support pupils, who have been bullied, especially on their way to or from school, by pupils or by other persons.

The following steps should be taken.

- Talk to the pupil(s) and parents involved.
- If relevant, talk to the Head Teacher of another school whose pupils are bullying off school premises.
- Talk to the Police/PCSO about problems on the local streets.
- Talk to pupils about how to avoid or handle bullying situations.

Maintaining an anti-bullying initiative

Even the most successful initiative loses its edge over time. Developing the Religion, Values and Ethics (RVE) and Relationships and Sexual Education (RSE) areas of Curriculum for Wales is a high priority in Blaenymaes Primary School. These areas are taught through topics throughout the school and help to

educate pupils to show respect, acceptance and empathy. We follow the No Outsiders, Empathy Lab and Think equal programmes alongside our RVE scheme of work.

It is important that the issue of maintaining a safe environment retains a high priority each year. Awareness raising exercises are carried out on a regular basis:

- Anti - bullying week
- through the work of our Rhodri's Rangers
- recent work with the VIBE organization for transition into secondary school
- our emotion café
- through assemblies e.g. Childline
- workshops with Show Racism the Red Card
- internet safety sessions
- School Beat Programme