



Anti-bullying Policy

At Pen y fro Primary School we are committed to providing a warm, caring and safe environment for all our children so that they can learn and play in relaxed and secure surroundings. The school aims to foster self-discipline and to promote positive work habits in pupils. As a school we recognise and celebrate the uniqueness of each child and encourage creative and critical thinking alongside stimulating and meaningful experiences.

The United Nations Convention on the Rights of the Child (UNCRC) is at the heart of our school's ethos and practice. As a rights respecting school we teach about children's rights and model rights and respect in our relationships and practice. We continually aim to provide an inclusive, enabling environment which gives all children a voice and empowers them to achieve. Our curriculum celebrates the diversity within our school and equips our children with the skills and attributes required to fulfil the four core purposes of the Curriculum for Wales. Our school strives to create a nurturing environment with strong, open and positive partnerships between adults, children and the wider community, that ensures the well-being of all.

Definitions of bullying

Bullying may be defined as the conscious desire to repeatedly hurt, threaten or frighten an individual. Bullying can be physical, verbal or psychological, either singly or in any combination.

"Bullying is deliberate harassment or an aggressive act which causes hurt to another. The hurt can either be physical or psychological by one child or a group."

NSPCC Cymru

Some definitions of bullying include the fact that the act is a repeated action. However, children themselves often feel that bullying includes a one off instance and therefore these should not be discounted. Children consider a wide range of behaviours to be bullying:

- Being kicked, pinched, spat at, threatened
- Being called names
- Making a fool of someone
- Teasing
- Sending nasty notes (including text messages, emails or messages via social media)
- Spreading rumours
- Deliberately destroying another child's property
- Repeatedly excluding a child from a game/activity

It is not necessarily bullying when two children, of approximately the same age and strength, have the occasional quarrel or falling out.

Bullying may include issues related to:

- Race/culture
- Gender
- Class/wealth/family circumstances
- Disability/learning difficulty
- Physical appearance

Staff, parents and children at Pen y fro Primary School work together to create a happy, caring and safe learning environment. Bullying, whether verbal, physical or indirect, is not tolerated. It is everyone's responsibility to try to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

Aims

As a school we will aim to:

- Minimise incidents of bullying.
- Promote a positive culture within the school in which bullying is not tolerated.
- Encourage children to share any problems or worries with teachers, other staff members and/or their parents.
- Ensure that children, staff, parents/carers and governors understand what is meant by bullying and recognise its consequences.
- Ensure that all children, staff, parents and governors are aware of this policy.
- Take all incidents of bullying seriously and investigate the facts of any incidents.
- When necessary, involve parents at an early stage.
- Provide support for any child who is being bullied.
- Look for solutions with the victim, the bully and associated individuals where actions are planned and progress is monitored.
- Request support from outside agencies where necessary.

Objectives

Our objectives will be to:

- Promote a school culture where bullying is not accepted.
- Involve all staff, pupils, parents and governors in implementing our policy.
- Have clear, defined procedures for dealing with incidents of bullying.
- Have a graduated list of sanctions agreed by all staff and governors.
- Monitor and review policy and procedures regularly.
- Collect and analyse data and incidents of bullying as part of school's self evaluation procedures.

Strategies for the prevention of bullying

Whole school initiatives and proactive teaching strategies are used throughout the school to develop a positive learning environment with the aim of reducing opportunities for bullying to occur. These include:

- Each class agreeing own set of class rules in the form of a class charter.
- PSE, drama and Circle time activities widely used to support policy.

- A playground 'Peer Supporters' scheme to support children in the playground.
- Positive reinforcement of good behaviour.
- Incidents recorded on 'MyConcern' and shared with the Headteacher.

Pupil Voice meetings.

- Ensure all staff are aware of the Anti-Bullying Policy.

Where appropriate, we adopt a restorative practice approach, when dealing with conflict.

- What happened?
- How were you feeling?
- What could we do next time?

This enables pupils to reflect and be listened to and also makes them aware of the effect that their actions have on others.

Procedures

If bullying is suspected or reported:

- The incident will be dealt with immediately by the member of staff who has been approached.
- Victims of bullying are offered the opportunity to discuss the experience with a member of staff who will offer support and attempt to restore confidence and self-esteem.
- We will listen to the victim, bully and any witnesses and necessary action will be taken.
- Peer support will be offered if appropriate.
- A clear account of the incident will be given to a member of the SLT, usually the Headteacher, who will then interview all individuals concerned. The Headteacher will record all reports of bullying.
- Class teachers and parents/carers will be kept informed.
- Sanctions will be used as appropriate and in consultation with all parties concerned in accordance with the Positive Relationships policy (see policy).

Bullying off the School Premises

Pen y fro Primary School is not directly responsible for bullying off the school premises; however, if both the victim and the bully are from Pen y fro Primary School, action will be taken as if the incident has occurred within the school, and this includes informing parents. Where possible, Pen y fro Primary School will support pupils who have been bullied, especially on their way to or from school.

Bullying/Harassment directed Towards Race, Gender or Disability

At Pen y fro Primary School we value equality and will not tolerate bullying against anyone because of their race, gender 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 are taught to appreciate and view positively differences in others, whether arising from race, gender, ability or disability.

In the event of racist bullying a full investigation will be carried out, recording incidents using the specific form found within the school's Strategic Equality Plan. Pen y fro Primary School has a duty to develop children's understanding of ethnic diversity issues and explore racial tolerance in Health and Well-Being and Citizenship lessons and in RVE lessons. The school guarantees confidentiality and support for those being bullied. Racial incidents are reported to the Governing Body and LA as required.

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. Within school we try to make classroom activities and lessons sensitive to such children's needs. We teach assertiveness and other social skills and teach victims to say 'No' or to get help. More able pupils can also be affected by bullying. Teachers treat this as seriously as any other type of bullying.

The role of the staff

At Pen yfro Primary School all members of staff are made aware of the school's anti-bullying policy and are committed to upholding its principles. They will refer to the 'Strategies for the prevention of bullying' and 'Procedures' sections of this policy.

Throughout the school year, staff will:

- Watch for any signs of pupil distress or changes in pupil behaviour.
- Respond to observed or reported incidents of bullying.
- Listen to pupils and follow school procedures in responding to incidents.
- Keep records of reported incidents of bullying in their planning diaries.
- When appropriate, inform and involve parents at an early stage.
- Act as appropriate role models.

The role of parents and carers

Parents and carers are encouraged to work closely with the school to actively support this policy, promoting high standards of behaviour at all times and reporting any misgivings they may have concerning either victims or perpetrators of bullying.

Parents and carers can help by:

- Being aware of any distress shown by their child or any changes in mood/behaviour that may indicate that bullying is occurring.
- Listening carefully to their children.
- Being alert to any reluctance to travel home by the same route at the same time as other children.
- Being aware of any deterioration in work or lack of enthusiasm for school.
- Making accurate and detailed notes about incidents.
- Making an appointment to see the Headteacher if they have any cause for concern.
- Supporting their child in following strategies established in conjunction with the school.
- Being aware of any issues their child maybe facing in an online environment, such as a social networking website.

The role of the Governors

The governing body has a responsibility to ensure the school adheres to this policy in order to promote a safe, secure environment for its pupils. The Governing Body will promote this policy with parents and monitor its effectiveness through feedback from staff, pupils and parents.

Monitoring, evaluation and review

The school and the Health and Well-Being link governor will review this policy annually and assess its

implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Policy reviewed Autumn Term 2026

Please see the following policies in conjunction with this document:

- Positive Relationships Policy
- Safeguarding and Child Protection
- Digital Policies