



Angor cadarn cyn hwylio'r don
A secure anchor before setting sail

Respectful Relationships (Anti Bullying) Policy



Headteacher:	Mrs Ceri Morgan
Chair of Governors:	Dr Huw Williams
Policy Date:	3.2.2025
Responsibilities:	Headteacher, All staff, Governors
Date of next review:	Spring Term 2026

Introduction

Bullying affects everyone, not just victims and those who bully. It also affects those other watch, and less aggressive pupils can be drawn in by group pressure. Bullying is not an inevitable part of school life or a necessary part of growing up, and it rarely sorts itself out. It is clear that certain jokes, insults, inappropriate, intimidating or threatening behaviour, written abuse and violence are to be found in our society. No one person or group, whether staff or pupil, should have to accept this type of behaviour. Only when all issues of bullying are addressed, will a child best be able to benefit from the opportunities available at the School.

Objectives of this policy

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

Why is an anti-bullying policy necessary?

We believe our pupils have the right to learn in a supportive, caring and safe environment without the fear of being bullied.

All institutions, both large and small, contain some pupils with the potential for bullying behaviour. If a school is well disciplined and organised, it can minimise the occurrence of bullying. It is important therefore that the School has a clear written policy to promote this belief, where both pupils and parents/guardians are fully aware that any bullying complaints will be dealt with firmly, fairly and promptly.

At Ysgol Hamadryad we aim to promote a caring and supportive ethos which results in bullying being less likely. We do this by:

- creating an environment and code of behaviour in which bullying is seen starkly for the offensive behaviour which it is
- creating an environment in which pupils will report bullying to an adult
- dealing effectively with reported incidents.
- dealing openly with the issue of bullying in lesson time and assemblies
- making clear to the school, parents and the whole community that bullying, in any form, will not be tolerated.

What is bullying?

Bullying occurs when a person is persistently and intentionally nasty to another person. One off incidents of hurting, worrying or quarrelling between individuals

should not be considered bullying. For example, children when quarrelling often resort to calling each other names. What must be considered when assessing if bullying is actually taken place is the nature, severity, frequency, motivation and numbers involved. Bullying is not the odd occasion of:

- falling out with friends
- name calling
- arguments
- aokes or tricks played on someone.

Bullying can occur through several types of anti-social behaviour. It can be:

a. Physical

A child can be physically punched, kicked, hit, spat at, etc.

b. Verbal

Verbal abuse can take the form of name calling. It may be directed towards gender, ethnic origin, physical/social disability, or personality, etc.

c. Exclusion

A child can be bullied simply by being excluded from discussions/activities, with those they believe to be their friends.

d. Damage to property or theft

Pupils may have their property damaged or stolen. Physical threats may be used by those that bully in order that the pupil hands over property to them.

e. Online

Unfortunate photographs, unpleasant comments and written abuse are all unfortunate side effects of our connected society. Ysgol Hamadryad will act upon incidents of bullying in this medium.

E-safety

The evolving nature of social media and ever-changing interconnectivity make much of the advice rapidly redundant. Part of our digital competency work in school is aimed at empowering pupils as digital citizens. The family values that you teach your child of courtesy, thoughtfulness, kindness, consideration and empathy are a constant positive in the ever-shifting ether of digital communications.

Racism and sexual harassment

Racist and sexual harassment are linked to bullying. They often involve the same kinds of behaviours, but they are usually directed against a person because of their cultural identity, or because they belong to a particular group or gender. Bullying of a racist nature will need to be dealt with in the context of anti-racist policies required by schools under the Race Relations Amendment Act and the "Guidelines and Procedures for Dealing and Reporting Racist Incidents in Schools".

Why is it important to respond to bullying?

At Ysgol Hamadryad we thrive on our positive behaviour policy with our restorative ethos of equal opportunities for all, therefore, bullying will not be tolerated at our school. No one deserves to be a victim of bullying. Everybody has the right to be happy and treated with respect.

Symptoms

A child may indicate by signs of behaviour, that he or she is being bullied; these signs and behaviours could indicate other problems. Adults should be aware of these possible signs:

- Signs of distress e.g. does not want to attend school
- Becomes withdrawn, anxious or lacking in confidence
- Cries, has nightmares or/ and bedwetting
- Begins to do poorly in school work.

Roles and Responsibilities

The role of the children

Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must tell other people. Pupils are invited to tell staff their views about a range of school issues, including bullying. It is the responsibility of the children to behave in line with our school rules in the classroom and at break times. They are to be respectful to all other children and adults in the class and school.

The role of Governors

The governing body supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately. The governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies. The governing body will respond within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

The role of the Headteacher

It is the responsibility of the Headteacher to implement the school anti-bullying policy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request. The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong. The Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying. The Headteacher sets a supportive school climate where positive relationships are fostered, so that bullying less likely. When children feel they are important and

belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of the teacher

All staff at Ysgol Hamadryad are responsible for fostering a school ethos and culture which values positive relationships and promotes respect for individuals. We will always emphasise the importance of care and consideration for others, sensitivity to others' feelings, responsibility for one's actions and respecting oneself and others. We endeavour to foster an environment which values collaboration and good relationships. This includes positive behaviour strategies, opportunities to work with different pupils in various groupings (e.g. pairs and small groups) and also teaching awareness of positive relationships within the curriculum.

Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school. If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Headteacher, the teacher informs the child's parents.

If teachers become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve emotional support for the victim of bullying, and an agreed way forward, which may include sanctions as well as support, for the child/children who have carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the Head or Deputy Headteacher. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies. Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

The role of parents and guardians

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. Parents have a responsibility to support the school's Respectful Relationships (Anti-bullying) Policy and to actively encourage their child to be a positive member of the school.

Advice to parents / Guardians

Look for unusual behaviour in your children. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard.

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 class teacher IMMEDIATELY. Your complaint will be taken seriously and appropriate action will follow.

- It is important that you advise your child not to fight back. It can make matters worse.
- Tell your own son or daughter 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, and that they will not be afraid to ask for help.

What can you tell your child if he/she is being bullied?

- Teachers will take you seriously and will deal with bullies in a way which will end the bullying and will not make things worse for you.
- Remember that your silence is the bully's greatest weapon!
- Tell yourself that you do not deserve to be bullied
- Be proud of who you are. It is good to be an individual.
- Try not to show that you are upset. It is hard but a bully enjoys someone's fear.
- Stay with a group of friends/people. There is safety in numbers.
- Be assertive – say "Na!" Walk confidently away. Go straight to a teacher, member of staff.
- Generally it is best to tell an adult you trust straight away. You will get support.

Advice to pupils

If you know someone is being bullied:

TAKE ACTION!

- Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- If you feel you cannot get involved, tell an adult IMMEDIATELY. Teachers have ways of dealing with the bully without getting you into trouble.
- Do not be, or pretend to be, friends with a bully.
- Remember that you can tell us what you really think.

As a school we will;

- Deal quickly, firmly and fairly with any complaints, involving parents where necessary.
- Review the School Policy and its degree of success.
- Continue to have a firm but fair discipline structure. Expectations will be simple and easy to understand.
- Not use teaching materials or equipment which gives a bad or negative view of any group because of their ethnic origin, sex, etc.
- Encourage pupils to discuss how to get on with other people and to form positive attitudes towards other people.
- Encourage pupils to treat everyone with respect.
- We will treat bullying as a serious offence and take every possible action to eradicate it from our School.

Action to take when bullying is suspected:

1. If bullying is suspected the Headteacher or members of the Senior Leadership Team conduct a thorough investigation. We talk to the suspected victim, those suspected of bullying and any witnesses.
2. If appropriate, staff may choose to take some short-term measures while the bullying is being investigated. The suspected victim and those suspected of bullying may need to be separated, or a monitoring system may need to be put in place, but follow-up measures must be implemented to resolve the issues in the longer term.
3. Once the investigation has taken place then the Headteacher or member of the Senior Leadership Team reports back to the Senior Leadership Team for a thorough discussion to decide the next course of action.
4. Help, support and intervention will be given as is appropriate to both the victims and those bullying others
5. Records will be kept of investigations and actions

We support the victims in the following ways:

- By offering them an immediate opportunity to talk about the experience with their class teacher, or another teacher if they choose. They will also be given an opportunity to speak with pastoral staff.
- Informing the victims' parents/guardians.
- By offering continuing support when they feel they need it.
- Holding a restorative meeting or restorative circle.
- By taking one or more of the disciplinary steps described below to prevent more bullying.

Disciplinary Steps for those who bully:

1. An official warning to stop bullying.
2. Parents/guardians will be informed.
3. Suspension of privileges as appropriate, e.g. not representing school within various activities.
4. Internal exclusion, if appropriate, during lesson and/or break times.
5. They may be excluded from the School premises at lunch times.
6. We may arrange for parents to escort them to and from the school premises.
7. If they do not stop bullying they a fixed-term exclusion could be considered. The guidelines for exclusion are outlined in the school's Behaviour Policy. It should be noted however that on any occasion where it is felt that a pupil's behaviour constitutes a physical threat to others, a fixed-term exclusion (at the discretion of the Headteacher) may be immediate.

Along with discipline, we also try to help children who bully others in the following ways:

- By talking about what happened, to discover why they became involved.
- Informing parents and guardians.
- By continuing to work with those who bully in order to get rid of prejudiced attitudes as far as possible.
- By taking one or more of the seven disciplinary steps described above to prevent further bullying.

We also use these following strategies to prevent and reduce incidents bullying:

- Wide use of Restorative Approaches
- Circle Time
- Discussions at Senedd meetings
- Mediation by adults
- Emotional Learning support (ELSA)
- Display of anti-bullying posters.
- External agencies -school nurse, EWO and specialist teachers
- Anti-Bullying Week
- Community Police liaison
- Direct and indirect discussions through areas of the curriculum e.g. Health and Wellbeing Curriculum, literacy, drama, history, Religious, Values and Ethics (RVE) Education, Social and Emotional Literacy.

Additional Support or Information

The following websites offers support and advice for parents / carers and pupils:

www.beatbullying.org

<https://bulliesout.com/>

www.bullying.co.uk

www.childnet-int.org

www.kidscape.org.uk

www.parentlineplus.org.uk

www.thinkuknow.co.uk

www.wisekids.org.uk

www.gov.wales

www.childline.org.uk

www.nspcc.org.uk

STOP BULLYING

STAND UP. SPEAK OUT.

Signed by Chair of Governors: H.Williams

Signed by Headteacher: C.Morgan

Date: 3.2.2025