Penygaer Primary School

Anti-bullying Policy

September 2026

WHY HAVE AN ANTI-BULLYING POLICY?

Legislation applicable to all schools in Wales, which aims to protect the rights of children and young people to live a life free from abuse and harm including bullying, includes the following:

1. The Equality Act 2010 – Chapter 1 of part 6 of the Act prohibits discrimination, harassment and victimisation in schools.
2. Education and Inspections Act 2006 – requires schools to establish policies to promote good behaviour and prevent all forms of bullying among pupils. It also gives headteachers the power to impose disciplinary sanctions for inappropriate behaviour.
3. Children Act 2004 – requires a local authority to promote co-operation between itself and various other bodies and persons with a view to improving the well-being of children in its area so far as it relates to education, training and recreation.
4. Education Act 2002 – requires schools to have a complaints procedure. This is particularly important for parents and carers who feel that their school has not adequately dealt with a case of bullying.
5. Human Rights Act 1998 – requires schools to have policies that comply with the Act, in particular, Part 1 of Schedule 1 to the Act which provides that no one must be subjected to torture or to inhuman or degrading treatment or punishment.
6. The Education Act 1996 – Part 4 of the Act makes provision in relation to children with special educational needs.
7. United Nations Convention on the Rights of the Child.

Statement of Intent

This school believes that bullying is unacceptable and should not be tolerated. All members of the school community share a collective responsibility for tackling bullying should it occur and in working together to promote positive behaviour. “All children, whatever their race, sex, beliefs and abilities have the right to be safe and to be free from oppression, humiliation and abuse” (The Children’s Act 2004).

We are committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is NOT acceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.

Aims of the policy

Our Policy is a working framework to support our whole school ethos, which is to ensure that children feel safe, secure confident and happy. It is designed to prevent bullying behaviour wherever possible, to respond consistently in line with agreed procedures should it occur and to provide support to those involved as appropriate. Our children's health and well-being are of paramount importance.

Prevention includes sending out a clear message that negative behaviour is antisocial, unacceptable and will not be tolerated here.

This school policy is based on the Welsh Government initiative and Guidance Rights, respect, equality: Statutory guidance for governing bodies.

What Is Bullying?

Bullying is aggressive or insulting deliberate behaviour, repeated often over a period, and intended to cause emotional or physical harm to an individual or group of people. There usually exists a power difference between the bullied and the bully which makes it difficult for the victim to defend themselves against.

Bullying can be:

Emotional	being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures) intimidation, dirty looks, rumour spreading, isolating individuals, breaking friends, publicly writing or displaying literature about a person
Physical	pushing, kicking, hitting, punching, stealing, spitting and any other violent acts
Racist	racial taunts, graffiti, gestures
Sexual	unwanted physical contact or sexually abusive comments
Homophobic	because of, or focussing on the issue of sexuality
Verbal	name-calling, sarcasm, spreading rumours, teasing, taunting threatening, insulting and making offensive remarks including sexist, homophobic and racist comments)
Cyber	All areas of internet such as email & internet chatroom misuse Mobile threats by text messaging & calls Misuse of associated technology, i.e. camera and video facilities. Bullying via websites including blogs, personal websites and online personal polling sites. There has also been a significant increase in social networking sites for young people e.g. Facebook, Tiktok, Instagram.

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. Schools have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

1. All governors, teaching and non-teaching staff, pupils and parents should understand what bullying is. 4
2. All governors and teaching and non-teaching staff should know what the school policy is on bullying and follow it when bullying is reported.
3. All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
4. As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
5. Bullying will not be tolerated.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child: • is frightened of walking to or from school

1. doesn't want to go on the school / public bus
2. begs to be driven to school
3. changes their usual routine
4. is unwilling to go to school (school phobic)
5. begins to truant
6. becomes withdrawn anxious, or lacking in confidence
7. starts stammering
8. attempts or threatens suicide or runs away
9. cries themselves to sleep at night or has nightmares
10. feels ill in the morning
11. begins to do poorly in schoolwork
12. comes home with clothes torn or books damaged
13. has possessions which are damaged or " go missing"
14. asks for money or starts stealing money (to pay bully)
15. has dinner or other monies continually "lost"
16. has unexplained cuts or bruises
17. comes home starving (money / lunch has been stolen)

18. becomes aggressive, disruptive or unreasonable
19. is bullying other children or siblings
20. stops eating
21. is frightened to say what's wrong
22. gives improbable excuses for any of the above
23. is afraid to use the internet or mobile phone
24. is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Advice to parents

What to do if you think your child is being bullied Talk to school staff about the bullying. The first contact point is your child's class teacher. They can be contacted on 01554 750900 or by leaving a message at the school reception. It will help to sort out what action to take if you can bear in mind that the teacher may have no idea that your child is being bullied or may have heard 5 conflicting accounts of an incident. .

- Be as specific as possible about what your child says has happened; give dates, places and names of other pupils involved.
- Make a note of what action the school intends to take.
- Ask if there is anything you can do to help your child.
- Stay in touch with the school; let them know if things improve as well as if problems continue. Encouraging reporting of incidents if bullying occurs:
- Pupils in this school can be assured that their concerns will be responded to with sensitivity. All reports will be taken seriously and investigated;
- Confidentiality for anyone who shares information will be respected;
- Opportunities for children to communicate concerns include a Speakr, daily check-ins, Circle Time, access to any member of staff, representation on the School Co.

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If bullying occurs we will implement the following procedures, as appropriate, in line with the Welsh Government "Respecting Others" guidance:

- We will take all incidents seriously and record their occurrence on a Bullying Log. (See Appendix 1).

A designated person (Headteacher) will monitor and collate information on victims and potential bullies. An electronic system, available to all staff, facilitates this process;

- Investigate the incident / establish facts by independently talking to all involved;
- Use appropriate intervention techniques to manage difficulties between bullies & victims such as Restorative Approaches techniques that encourage reconciliation where this is possible / feasible;
- Where bullying behaviour has been established, implement agreed sanctions consistently and as necessary to prevent further incidents;
- Involve parents as early as possible where incidents merit it;
- Apply guidelines from all Wales Police "School Beat" partnership working document to determine whether official police involvement is needed; as indicated in these guidelines,
- Deal with incidents internally wherever possible;
- Keep accurate, factual records of all reported incidents and the school's response.
- Always follow-up incidents after they have been dealt with and review outcomes to ensure bullying behaviour has ceased;
- Provide on-going support for those involved where necessary;

Depending on the type of incident, if sanctions are used, these may include:

• Involving parents as / when necessary;

• Withdrawing privileges/free time

• Preventing access to parts of school;

• Detention; lunchtime exclusion;

• Short term exclusion;

• Involving appropriate outside agencies;

• Including details on the bully's school record; exclusion.

Addressing bullying that takes place outside of school

A good deal of bullying takes place outside the school gates, and on journeys to and from school. Perpetrators of the bullying may be pupils of the school, pupils of other schools, or people not at school at all. At Ysgol yr Hendy our school's anti- bullying policy encourages

pupils not to suffer in silence. Where a pupil tells of bullying off the school premises, a range of steps could be taken:

- Talking to the local police about problems on local streets or park (if necessary, seek a police presence at trouble spots).
- Involving parents or members of the local community
- Talking to the head of another school whose pupils are bullying off the premises
- Mapping safe routes to school, and tell pupils about them
- Talking to pupils about how to avoid or handle bullying outside the school premises.

SUMMARY: Strategies and preventative measures to reduce the likelihood of bullying in this school:

- A whole-school approach involving everyone (staff, students, parents & governors) in developing and implementing this policy;
- Awareness raising of the issues, procedures, sanctions and method of monitoring bullying, e.g. assemblies, pastoral work, PSE, parents' meetings, newsletter, website;
- An ethos of personal responsibility where students are encouraged to tell if they experience bullying themselves or see others being bullied – knowing that not taking action condones the behaviour;
- Having a system in place for students to inform staff in confidence when bullying occurs; ensuring staff are appropriately trained and supported to respond to this.
- Developing our understanding of collective responsibility through Support Groups, Circle Time, School Council, Peer Mentoring/ Support, drama activities, appropriate curricular work (e.g. PSE and our Healthy Schools initiative; sessions with School Community Police Officers);
- Having a clearly understood and implemented Playground / Safe Environment Policy;
- Having a clear, explicit link with the school's Behaviour and Child Protection & Safeguarding Policies;
- Providing clear information and guidance on dealing with bullying and the help which is available for students, parents and staff.

We will use various methods for helping children to prevent bullying. As and when appropriate, these may include:

- Writing a set of school rules
- Signing a behaviour contract 7
- Writing stories or poems or drawing pictures about bullying
- Reading stories about bullying or having them read to a class or assembly
- Making up role-plays (or drama activities)
- Having discussions about bullying and why it matters

- Activities which focus on developing the social and emotional aspects of learning: - Whole School, (all children), Small Group (for those who need a little extra support, Individual (our most needy children/external intervention).

Reviewing the policy

This will be discussed, reviewed and revised annually.

Renewal Period (years)	1
Date Adopted by Governing Body	15/09/2026
Signed – Chair of Goveners	
Signed – Headteacher	
Next Review Date	September 2027

Reference documents and useful links:

- "Respecting Others : Anti-Bullying Guidance" Sept 03 National Assembly for Wales Circular No: 23/2003.
- Respecting Others Anti Bullying Guidance September 2011; Circular 050/2011 www.wales.gov.uk/respectingothers
- "Evaluation of Anti-Bullying Policies in Schools in Wales" Cardiff University Report 2006
- "School Anti-Bullying Policy Self-Assessment Tool" Welsh Assembly Government
- All Wales Police School Liaison Core Programme and All Wales Police "School Beat" guidelines for schools www.schoolbeat.org for links to Police School Liaison Programme outline and documents.

HELP ORGANISATIONS:

- https://www.kidscape.org.uk/advice/advice-for-young-people/ .
- www.bullying.co.uk.
- www.childline.org.uk/Explore/Bullying/Pages/Bullying . www.nspcc.org.uk/preventing-abuse/child-abuse-andneglect/bullyingand-cyberbullying.
- www.thinkuknow.net

Signed: Mrs Helen Conway (Headteacher)	
Signed: Mr Richard Samuel (Chair of Governors)	