Ysgol Awel y Môr

Anti-Bullying Policy

Version	Date	Author / Owner	Description of Changes	Approved By	Next Review Date
1.0	Summer 2026	Catrin Foulkes Headteacher	Initial policy creation	Temporary Governing Body	Summer 2029
1.1					
1.2					
2.0					
2.1					

Policy owned by	Date adopted by the Governing Body	Signed on behalf of the Governing Body	Review date
C Foulkes - Headteacher	Summer 2026		Summer 2029

Policy Status
Statutory with review every 3 years

Consultation
This policy was established in consultation with learners, all school staff, parents, the Governing Body, LA Advisers and external agencies (our Police Liaison Officer; PC Manus Sheridan)

What is Bullying?
"Behaviour by an individual or group, repeated over time, which intentionally hurts others either physically or emotionally."

~ "Challenging Bullying. Rights, Respect, Equality: Guidance for Parents and Carers" (Welsh Government, 2019)

Purpose
Aims:

- To fulfil the school's statutory responsibility to respect the rights of children and to safeguard and promote their welfare.
- To clarify the school's responsibility for responding to incidents of bullying and to emphasise to all school staff, learners and their parents/carers the school's attitude towards bullying behaviour.
- To promote a school ethos in which each pupil is safe and able to realise their full potential.
- To address the problem of bullying and to bring it under control through the implementation of whole-school policy and procedures.
- To reassure parents and carers that school takes their children's welfare seriously.

Objectives:

- To develop and implement an anti-bullying policy based on a consistently implemented whole school approach
- To raise awareness amongst staff, parents/carers and learners about the issue of bullying and the school's attitude towards it
- To create an environment in which bullying is seen as inappropriate and unacceptable.
- To be proactive in the prevention of bullying.
- To make learners, parents/carers and staff aware of what steps to take when an incident of bullying occurs.
- To demonstrate to bullies that their behaviour is unacceptable and to reassure targeted individuals that action will be taken to keep them safe.
- To accurately record all incidents of bullying and to monitor the effectiveness of strategies for bringing it under control.
- To address with bullies their problematic behaviour in a fair and firm, non-oppressive manner, and to provide them with support to enable them to change their behaviour.
- To consider the linguistic requirements of learners and parents/carers where English is not their first language.

Roles and responsibilities of school staff
- Apply the school's policy consistently when episodes of bullying are witnessed or reported.
- Reinforce the message to children that bullying is unacceptable and will take positive action to prevent and control it.
- Highlight issue of bullying and the promotion of positive behaviour through:
    - ✓ School Prospectus, Newsletters, Parents' Evenings, Focus Week (Anti-Bullying Week – Autumn Term), Collective Worship
    - ✓ Circle time, class discussions, and cross-curricular activities
- Seize opportunities to reward cooperative behaviour and highlight positive actions
- Offer additional support and guidance through our Nurture sessions (ELSA, TIS, Time to Talk) to vulnerable learners/victims/bullies.
- Give advice and support to those who bully.
- Teach strategies to enable bullies to modify their unacceptable behaviour and to prevent further incidents.

- Supervise and keep a watchful eye to reduce the risk of bullying incidents at possible flash points during the school day (lunch and break times and the beginning and end of the school day).
- Recognise possible signs of bullying:
    - ✓ Reluctance to come to school
    - ✓ Lateness or hanging back
    - ✓ Wish to change school routines
    - ✓ Lack of appetite or persistent inability to sleep
    - ✓ Lack of enthusiasm for any activities, even for class 'treats'
    - ✓ Avoidance of specific activities or situations e.g. PE, Playtime, etc.
    - ✓ Withdrawal from social activities
    - ✓ Being distracted, jumpy or forgetful
    - ✓ Underachieving or demonstrating changes to normal achievement patterns
    - ✓ Asking for money or making unusual demands
    - ✓ Psychosomatic illnesses or non-specific pains
- Listen to learners when they speak about incidents of bullying which they experience or of which they may be aware.
- Treat other adults and children with courtesy and respect
- Model appropriate and acceptable behaviour.
- Log all incidents of bullying in school on CPOMS.
- To notify the Governing Body and outside agencies in cases of a serious nature (LA, Police, Social Services)

Roles and responsibilities of parents/carers

- Share their concerns with school at the earliest opportunity
- Be prepared to work with school to keep their children safe in future. **All expressions of concern will be taken seriously and investigated thoroughly**.
- Co-operate with the school if they are informed of any incident
- Be prepared to become involved in the management of any bullying problem and the prevention of further incidents.
- Parents/carers are able to complain to the Headteacher, in the first instance, if they are unhappy with the way the school has investigated an alleged incident of bullying
- If parents/carers consider the issue to be unresolved then they have the right to inform the Governing Body through the Chair of Governors

Roles and responsibilities of Governing Body

- To support the school in its policy towards bullying
- To treat each other, staff, children and parents with courtesy and respect and will model appropriate and acceptable behaviour.
- To investigate incidents of bullying that a parent feel has not been addressed adequately by the school
- To report on any findings directly to the parents/carers concerned
- To notify outside agencies in cases of a serious nature (LA, police, Social Services)

Implementation

- All staff involved in the teaching and supervision of children will take responsibility for addressing incidents which fall with the school's definition of bullying and ensure that the individual receives support. All incidents will be logged on CPOMS.
- All children need to be aware that they need to tell staff of any incidents or concerns and that action will be taken when bullying is reported.

Incident management

Actions taken will include:

- Speaking to the individual learners involved in any reported incident of bullying
- Speaking to the parents/carers of both the alleged bully(ies) and targeted individual(s)
- Referring serious incidents to the Headteacher **Ms Catrin Foulkes** promptly

- Inviting the parents/carers of the learners involved into school to discuss the incident
- Implementing appropriate action swiftly.

Support for the targeted individual

- The school will offer a proactive, sympathetic and supportive response to children who are the targeted individuals of bullying.
- The exact nature of the response will be determined by the particular child's individual needs and may include:
    - ✓ immediate action to stop the incident and secure the child's safety
    - ✓ positive reinforcement that reporting the incident was the correct thing to do
    - ✓ reassurance that the targeted individual is not responsible for the behaviour of the bully
    - ✓ strategies to prevent further incidents
    - ✓ sympathy and empathy
    - ✓ counselling
    - ✓ befriending
    - ✓ assertiveness training/raising self esteem
    - ✓ extra supervision/monitoring
    - ✓ creation of a support group
    - ✓ peer mediation/peer mentoring
    - ✓ informing/involving parents/carers
    - ✓ adult mediation between the perpetrator and the targeted individual (provided this does not increase the targeted individual's vulnerability)
    - ✓ arrangements to review progress

Support for the bully

- The school takes bullying behaviour very seriously and will adopt a supportive, pragmatic, problem-solving approach to enable bullies to modify their behaviour.
- We believe the positive use of sanctions can be useful in demonstrating to bullies that their behaviour is unacceptable and in promoting change.
    - ✓ rewards/positive reinforcement for children in order to promote change and bring unacceptable behaviour under control
    - ✓ immediate action to stop an incident of bullying in progress
    - ✓ engagement with the bully to reinforce the message that their behaviour is unacceptable
    - ✓ loss of lunch/break time privileges
    - ✓ removal from class/group
    - ✓ parents/carers informed
    - ✓ counselling/instruction in alternative ways of behaving
    - ✓ referral to social inclusion service
    - ✓ mediation between the perpetrator and the targeted individual (if agreeable)
    - ✓ fixed periods of exclusion
    - ✓ permanent exclusion (in extreme cases which may involve violence)

Arrangements for policy monitoring and evaluation

- Each incident of bullying falling within the school definition will be recorded on the school CPOMS system.
- A named person being **Ms. Catrin Foulkes** as Headteacher will be responsible for the monitoring, review, evaluation and reporting processes inherent within this policy.
- Following the consultation with learners, parents/carers and staff an annual report will be made to the Governing Body which will highlight the extent of the incidents occurring and detail any trends which may have emerged. This information will be available to parents/carers on request.
- Staff and Governors will evaluate the effectiveness of the policy and agree adjustments that may be necessary to address any ongoing concerns. These will be shared with staff, parents/carers and learners.