



# **St Mary the Virgin Church in Wales Primary School**

## **Anti Bullying Policy 2025**

Agreed by Full Governing Body on 12/02/2024

Signed: G Perryman

(Chair of Governors)

Signed: N Prichard

(Head teacher)

Date: 12/02/2025

Date for Review: Feb 2027

## Introduction

At St Mary the Virgin CW Primary School we recognise that bullying is unacceptable and must not be tolerated. We therefore do all that we can to prevent it by developing a school ethos in which bullying is regarded as unacceptable.

Our whole school ethos is to ensure that children can learn without fear, feel safe, secure, confident and happy free from humiliation, harassment, oppression, and abuse. We have a consistent school response to any bullying incidents which may occur. The school acknowledges it has a legal duty to prevent and tackle all forms of bullying behaviour.

This policy is designed to be read alongside the principles and practices enshrined in the school's: Positive Relationships Policy; Attendance Policy and Safeguarding/Child Protection Policy

In setting policy objectives for this school, we will take due regard to the Equality Act 2010 general duty to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act.
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; this means removing or minimising disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic.
- Take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it.

We will ensure that all pupils, parents, staff, governors, and others are aware of this policy and know that appropriate action will be taken.

## Aims

This policy aims to:

- reduce the frequency of bullying incidents, including for pupils with protected characteristics.
- increase the likelihood that incidents will be reported to a responsible adult.
- intervene effectively when incidents occur.
- improve pupil attendance.
- equip pupils with strategies to respond to bullying behaviour.
- reinforce the anti-bullying ethos during school inset, staff meetings etc.
- ensure all stakeholders understand what bullying is and how to recognise it.
- listen and act on pupil opinion.
- provide peer support and reinforce the anti-bullying message through Health and Wellbeing
- make school a safer and more enjoyable place.

## What is Bullying?

There is no legal definition of bullying in Wales. Previous Welsh Government anti-bully guidance (Respecting others: Anti-bullying overview, Guidance document No: 050/2011) states that bullying is:

- Deliberately hurtful behaviour
- Which occurs over a period of time
- And which is difficult for individuals to defend

St Mary the Virgin CW Primary uses the definition provided by Welsh Government - Rights, respect, equality: Statutory guidance for governing bodies of maintained schools (2019):

*“Behaviour by an individual or group, usually repeated over time, that intentionally hurts others either physically or emotionally.”*

Bullying is about power. Victims feel powerless to stop it. Others, such as parents for instance, may feel powerless to know how to help. Whatever the reason, bullying is never acceptable and will not be tolerated.

The principal forms of bullying are verbal, physical and manipulative.

Bullying can take many forms but may be:

- **physical** – kicking, tripping someone up or shoving them, injuring someone, damaging their belongings or gestures of intimidation;
- **verbal** – taunts and name-calling, insults, threats, humiliation or intimidation;
- **emotional** – behaviour intended to isolate, hurt or humiliate someone; sly or underhand actions carried out behind the target’s back or rumour spreading’ bullying that tries to harm the target’s relationships, drawing their friends away, isolating or humiliating someone or deliberately getting someone into trouble;
- **sexual** – unwanted touching, threats, suggestions, comments and jokes or innuendo. This can also include sextortion, so called ‘revenge porn’ and any misuse of intimate, explicit images of the learner targeted;
- **online (cyber)** – using any form of technological means, mobile phones, social networks, gaming, chat rooms, forums or apps to bully via text, messaging, images or video;
- **Prejudice-related** – bullying of a learner or a group of learners because of prejudice. This could be linked to stereotypes or presumptions about identity.

Prejudice-related bullying includes the protected characteristics, including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation). Prejudice can and does also extend beyond the protected characteristics and can lead to bullying for a variety of other reasons such as social status and background.

Bullying frequently focuses on individual differences or anything that is implied to be different from the majority. In this respect it is seen to undermine all our work in promoting equal opportunities and teaching of moral and social principles. We therefore recognise that it is of utmost importance to deal with incidents of bullying immediately, consistently and firmly, until we are satisfied that the issue no longer exists.

## Possible Signs of Bullying

Those being bullied may show changes in behaviour such as becoming shy and nervous, feigning illness or clinging to adults. Their schoolwork may deteriorate. They may lack concentration in school

## Our whole school approach to preventing Bullying

### The Role of Head teacher and Staff

It is the role of the headteacher to implement the school anti-bullying strategy and to ensure that all staff are aware of it and know how to deal with incidents of bullying.

The Head Teacher reports to the GB about the effectiveness of the policy when requested.

The headteacher ensures that all children know that bullying is wrong, is unacceptable behaviour in school and that those who bully will face sanctions. Class teachers and the headteacher may use circle time or assembly time to address the issue with children if this is deemed necessary. If a child is bullied then the headteacher needs to record the incident on My Concern. The parents of the aggressor and victim should also be informed.

The headteacher, supported by all adults in school, sets the school climate of mutual support and praise for success so making bullying less likely. When children feel that they are important and belong to a friendly and welcoming school, bullying is far less likely to be a problem.

All staff are responsible for knowing the school's anti bullying policy and for playing a part in its construction (if they were present at the time), development and implementation. They need to be aware that bullying is a whole school issue and needs to be addressed by members of staff in a firm and consistent manner. Staff need to talk and listen to children about bullying, what it is/is not and how to deal with it so that children understand what bullying is, its effects on all involved, how best to respond to it and the sanctions applied to children who bully others. This may be done through:

- circle time
- in class/whole school assemblies/Collective worship
- through debate and discussion
- involvement in LA and other initiatives

Bullying and its effects will be exemplified and reinforced through many areas of the curriculum:

### Strategies to prevent or reduce bullying

- Co-operative group work
- Circle time
- Buddying
- School councils
- Mediation by peers
- Peer support
- Anti-bullying week
- Weekly check in/check out
- Zones of Regulation

### Encouraging reporting if bullying occurs

It is important that we create an atmosphere in our school where anyone who is being bullied, or others who know about it, feel that they will be listened to, and that action taken will be swift and sensitive to their needs. Disclosure (telling an adult) can be direct and open or indirect and anonymous. Everyone must realise that not telling means that bullying is likely to continue.

All staff need to work together and with the children so that a unified approach can be used.

All reports of bullying should be addressed and dealt with appropriately, should be detailed on My Concern and reported to the headteacher.

All new members of staff are given a copy of this policy and it is the responsibility of all staff to who are unsure of how to best deal with incidents of bullying to speak to the head or deputy for advice.

### Recording Incidents

Incidents of bullying need to be recorded by the headteacher via My Concern;

- Names of those involved, including the victim, perpetrator and any witnesses
- Dates of incidents
- Details of incidents
- Action taken
- Monitoring of situation
- Inform parents of both victim and perpetrator

### The following approach should be followed by all staff

- Never assume that bullying does not happen in our school
- Never ignore suspected bullying or reports of bullying, take all forms of bullying seriously and intervene/investigate
- Never make premature assumptions. All claims of bullying must be taken seriously and investigated
- Always listen carefully to all accounts and be fair
- Adopt a problem-solving approach, which moves pupils on from justifying themselves to one where they are actively involved in resolving the problem
- Staff should endeavour to support all those involved in bullying by providing counselling and support for the victim of the bullying incidents
- Provide counselling and support for the child who has been bullying – explaining why their actions are not acceptable and how their behaviour can be changed
- Whenever possible allow the victim and bully to meet and discuss issues leading to conflict resolution – but always with an adult present
- Ensure that appropriate sanctions are applied to the aggressor – see school Behaviour Policy for details.

### We will work closely with families to

- Ensure that parent(s)/carer(s) know whom to contact if they are worried about bullying;
- Ensure parents know about our policy by publicising it on the school website and giving guidance on how to use it effectively;
- Ensure parent(s)/carer(s) know where to access independent advice about bullying; and
- Work with parent(s)/carer(s) and the local community to address issues beyond the school gates that give rise to bullying.

### Review, Monitoring and Evaluation

The Governing body supports the headteacher in all attempts to eliminate bullying from our school. It expects that any incidents of bullying are taken seriously and dealt with appropriately.

It is the role of the Governing Body to review the effectiveness of this policy and this review will take place bi-annually.