

**Shirenewton Primary School**



**Shirenewton  
Primary School**  
**Ysgol Gynradd Shirenewton**

**Anti-Bullying Policy**

Date agreed: June 2024

Review date: June 2026

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# Shirenewton Primary School

We acknowledge that bullying does take place but have a zero tolerance approach towards it. We believe that every young person has the right to be safe. It is everyone's responsibility to watch for early signs of distress, deterioration of learning and wellbeing, isolation and erratic behaviour. This behaviour may be an indication of other problems but it may be the early signs of bullying.

We encourage an open culture in Shirenewton Primary School where everyone within the organisation has responsibility for reporting and recording incidents of bullying. We promise that every reported incident will be taken seriously, and appropriate action taken with those involved.

## **(1) Statement of Intent**

This school believes that:

- Bullying is unacceptable.
- Bullying is a problem to which solutions can be found.
- Seeking help and openness are regarded as signs of strength not weakness.
- All members of our community will be listened to and taken seriously.
- Everyone has the right to enjoy and achieve in an atmosphere that is free from fear.
- All of us have a responsibility to ensure that we do not abuse or bully others.
- Children and young people should talk to an adult if they are worried about bullying and have a right to expect that their concerns will be listened to and treated seriously.
- Children and young people should be involved in decision making about matters that concern them.
- We all have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse.
- We believe in tackling bullying by encouraging an environment where individuality is celebrated, and individuals can develop without fear.

## (2) Definition of Bullying

It is important to have a clear and consistent definition of bullying so that professionals are able to distinguish bullying from other forms of misbehaviour. It is very easy to label an incident as 'bullying' and it is crucial that a distinction can be made between relational conflicts and bullying. Isolated instances of hurtful behaviour, teasing or arguments between individuals of equal power should not be seen as 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 Digital ISBN 978 1 83876 910 9

*'Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.'*

**Anti Bullying Alliance**

### Shirenewton Primary School Council definition of bullying:

*A bully is a person who purposely tries to hurt others by:*

- Making them feel uncomfortable.*
- Hurting them by kicking, hitting, pushing, tripping, etc.*
- Name-calling.*
- Spreading nasty rumours.*

*The bully hurts the other person over and over.*

Bullying generally takes one of four forms:

There are a number of distinctive elements associated with bullying. These include, but are not limited to:

- intention to harm – bullying is deliberate with the intention to cause harm. Those who bully others are often skilled at knowing exactly how to humiliate or hurt their target, picking on key aspects of their appearance, personality or
- identity that produces the effect wanted. They seek out the area in which they have power over their target
- harmful outcome – someone or a group is hurt physically or emotionally. They can be isolated, humiliated or made fearful. Their sense of self-worth is reduced
- direct or indirect acts – bullying can involve direct aggression such as hitting, as well as indirect acts such as spreading rumours, revealing private information about someone or sharing intimate images with people for whom the information/images were not intended
- repetition – bullying usually involves repeated acts of negative behaviour or acts of aggression. An isolated aggressive act, such as a fight, is not usually considered bullying. Yet any incident

can be the start of a pattern of bullying behaviour which develops subsequently. That is why incident records are so valuable

- unequal power – bullying involves the abuse of power by one person or a group who are (perceived as) more powerful, often due to their age, physical strength, popularity or psychological resilience.

Although not an exhaustive list, common examples of bullying include:

- **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
- **indirect** – sly or underhand actions carried out behind the target's back or rumour-spreading
- **online** – using any form of technological means, mobile phones, social networks, gaming, chat rooms, forums or apps to bully via text, messaging, images or video
- **relational aggression** – bullying that tries to harm the target's relationships or
- **social status**: drawing their friends away, exploiting a person's additional learning needs (ALN) or long-term illness, targeting their family's social status, isolating or humiliating someone or deliberately getting someone into trouble
- **sexual** – unwanted touching, threats, suggestions, comments and jokes or
- **Prejudice-related** - bullying includes the protected characteristics. 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 can also be based on disability, ability, gender, appearance or circumstance.

Cyber bullying issues are also covered in our e-safety policy.

SPS E-safety policy

### **Bullying is not:**

- **friendship fallouts** – a friendship feud may however deteriorate into bullying behaviour that is enabled by the fact that former friends have an intimate knowledge of the fears and insecurities of one another. Children and young people who are targeted by former friends feel the betrayal deeply and are frequently isolated from their former friendship group
- **a one-off fight** – the Welsh Government expects it to be addressed according to the school's behaviour policy unless it is part of a pattern of behaviour that indicates intentional targeting of another individual
- **an argument or disagreement** – between two children or young people is not generally regarded as bullying. Nevertheless, they may require assistance to learn to respect others' views
- **a one-off physical assault** – the Welsh Government expects it to be stopped and addressed immediately. Police involvement in cases where physical assault has happened may also be appropriate
- **insults and banter** – children and young people will often protest that an incident was a joke or banter. If two friends of equal power are in the habit of bantering with one another it is not deemed to be bullying. If one learner uses banter to humiliate or threaten another who is

powerless to stop it and made fearful by the act, the border between banter and bullying is likely to be crossed.

- **a one-off instance of hate crime** – unless this behaviour is repeated it would not usually be regarded as bullying but it would be criminal behaviour, which the Welsh Government would expect to be dealt with in accordance with the school's behaviour policy and other relevant policies, such as the school's 'Prevent' policy. If considered necessary, the school would also need to involve the police

### **(3) Aims and Objectives**

#### **The aim of our anti-bullying policy**

- To enable everyone to feel safe while at Shirenewton Primary School and encourage pupils/children/young people to report incidents of bullying.
- To deal with each incident of bullying as effectively as possible, taking into consideration the needs of all parties and of our community, and, as a result, to reduce the incidents of bullying
- To support and protect victims of bullying and ensure they are listened to.
- To help and support children/young people displaying bullying behaviour to change their attitudes and understand why it needs to change.
- To liaise with parents and other appropriate members of the school community.
- To ensure all members of our community feel responsible for helping to reduce bullying

#### **The objectives of our anti-bullying policy**

- Our whole community can evidence ownership of the Shirenewton Primary School anti-bullying policy
- To maintain and develop effective listening systems for children, young people and staff within Shirenewton Primary School
- To involve all staff in dealing with incidents of bullying effectively and promptly
- To equip all staff with the skills and information necessary to deal with incidents of bullying
- To involve the wider school/setting community (e.g. midday supervisors, part-time staff/volunteers) in dealing effectively with, and if necessary referring, bullying incidents.
- To communicate with parents and the wider school/setting community effectively on the subject of bullying.
- To acknowledge the key role of every staff member in dealing with incidents of bullying.
- To ensure that all incidents of bullying are recorded and appropriate use is made of the information, where appropriate sharing it with relevant organisations.
- To promote emotional health and wellbeing across the whole school/setting and for all members of our community to role-model this in all situations

## **(4) Practices and Procedures**

### **(a) Prevention**

Everyone involved in the life of the Shirenewton Primary School must take responsibility for promoting a common anti-bullying approach. Through the consultation process, all stakeholders have agreed to:

- be supportive of each other
- provide positive role models
- provide a framework of behaviour including rules which support the whole school
- convey a clear understanding that we disapprove of unacceptable behaviour
- be clear that we all follow the rules of Shirenewton Primary School
- be fully involved in the development of the anti-bullying policy and support anti-bullying practice
- support each other in the implementation of this policy
- raise awareness of bullying through activities, stories, role-play, discussion, peer support, school council, RVE, assemblies, celebration of National Anti-bullying week, providing a regular programme of outside providers to highlight issues, our ELSA programmes, etc.
- through the head teacher, keep the governing body well informed regarding issues concerning behaviour management
- Provide a key staff member who is responsible for the monitoring of the policy

All members of the school community are expected to report incidents of bullying.

**Governors** have a duty to:

- Be fully informed on matters concerning anti-bullying
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy
- Identify one governor/trustee/manager to lead on anti-bullying within school leadership

Through the development and implementation of this policy, Shirenewton Primary School trusts that all children, parents/carers and staff will:

- Feel confident that everything is being done to make Shirenewton Primary a safe and secure environment
- Know who can be contacted if they have any concerns about bullying
- Feel supported in reporting incidents of bullying
- Be reassured that action regarding bullying will take place

### **(b) Recording a specific incident**

All concerns as to whether a child is being bullied will be recorded by the School in Edukey. A member of staff will take responsibility for ensuring that the incident is properly recorded and that the record is updated as necessary throughout an investigation. Where an incident of bullying is confirmed, these records will be passed to a member of the Senior Leadership Team (SLT) who will complete a formal 'Bullying Log'.

Where bullying is confirmed to have taken place, parents of all children involved will be informed of what has happened, and how it has been dealt with. All discussions and actions relating to the incident/investigation will be documented and added to the bullying log (see section 5 of this policy).

Under Equality Act 2010 requirements data from the monitoring and recording of incidents (including 'nil' returns) will be reported half-termly to Local Authority.

### **(c) Taking action following a confirmed incident of bullying**

Whenever a bullying incident is discovered, the school will go through a number of steps. The exact nature of each step will be adapted to suit the nature and severity of the incident, and the response of those involved.

The school community need to be made aware that when a bullying incident has come to the attention of adults in Shirenewton Primary School, it has been taken seriously and action has resulted

Shirenewton Primary School expects to support all involved by:

- Talking the incident through with all parties involved
- Supporting the person who has been bullied to express their feelings
- Supporting the person displaying the bullying behaviour to express their feelings
- Discussing which rule(s) have been broken
- Discussing strategies for making amends
- Arrangements for post-incident monitoring

Measures will be in line with the Shirenewton Primary School's behaviour policy, and may include:

- Explanation why the inappropriate behaviour is unacceptable
- Reparation of damaged relationships
- Time away from an activity
- Meeting with staff, parent and child
- Formal letter home from the senior staff expressing concerns
- Liaison with the school's community Police officer, including direct work with pupils.

In serious cases, this may also include the following:

- Time out from the classroom
- Pastoral support plan
- Fixed term exclusion
- Permanent exclusion

Support strategies will be implemented for both the pupil who is the victim of bullying and the pupil displaying bullying behaviour. Strategies may include:

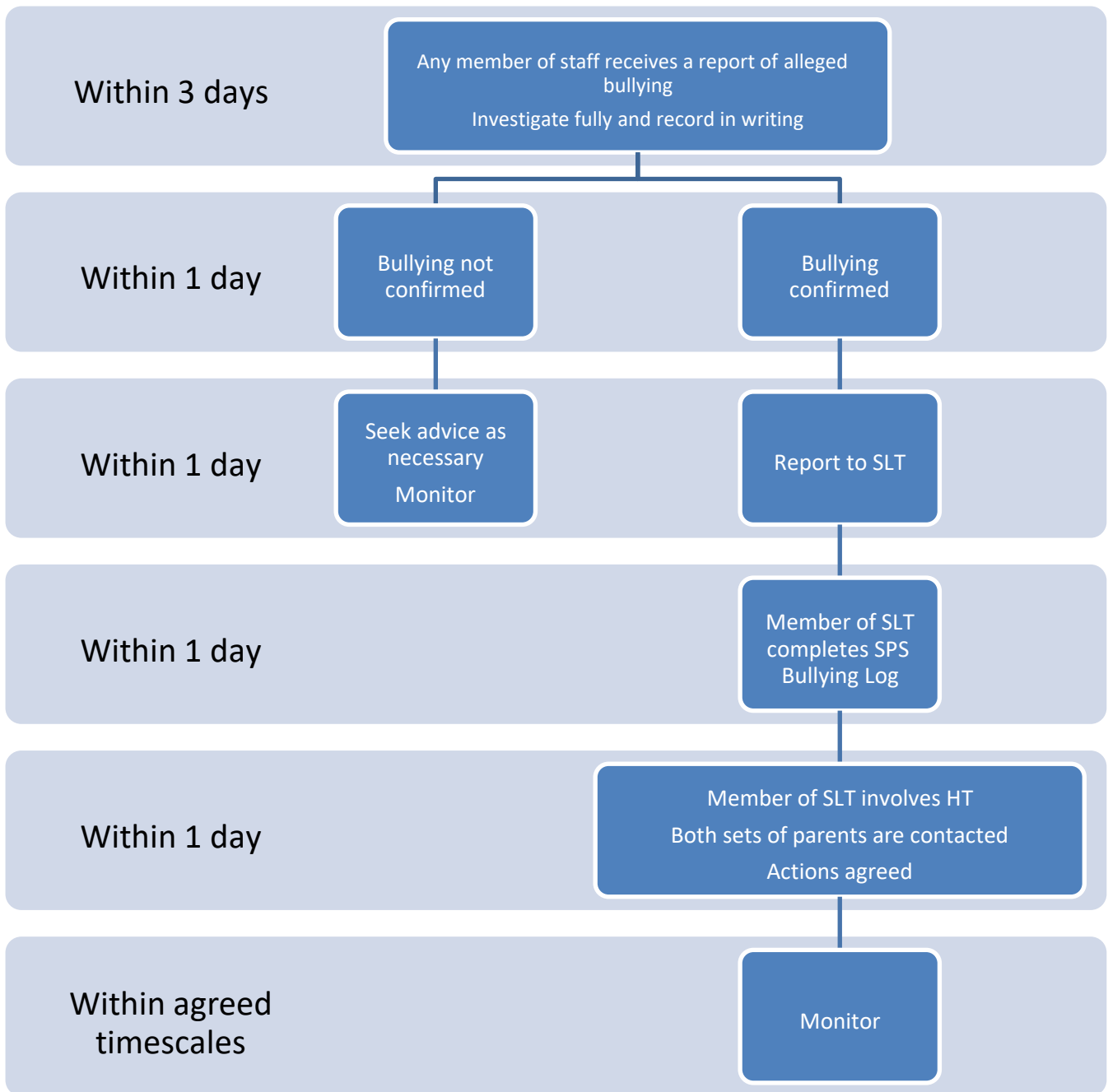
- Allocating a 'go to' person (a trusted adult identified by the child) that they can talk to whenever needed
- Additional supervision during unstructured times
- Peer support e.g. circle of friends
- Engaging with parents
- Access to our ELSA programme
- Individual behaviour plan
- School based counselling
- Referral to social services

Safeguarding procedures will be followed when child protection concerns arise.

**(d) Reporting of confirmed incidents**

As well as parents of the pupils involved, confirmed incidents of bullying will also be reported termly to governors in the Headteacher's report and to the LA in the inclusion matrix template.

**(e) Procedures Flowchart**



**(5) Review of policy**

This policy will be reviewed in May 2025

It may also be reviewed and amended, in consultation with all stakeholders, in the light of events or experience. The Stakeholders of this policy are children and young people, staff, parents and carers, governors, and people from other organisations involved with the life of Shirenewton Primary School.

Data from the monitoring and recording of incidents (including 'nil' returns) will also inform policy review.

#### **(6) Protection of Staff**

Employees of Monmouthshire are subject to the LA's Bullying and Harassment Policy, **FIND AND INSERT**

**(7) Shirenewton Primary School Bullying Log** – once completed a copy should be placed in each named pupil's file

Names of those involved including target and perpetrator	
Date of incidents	
Details of incidents	
Evidence considered (including statements from other pupils or staff members)	
Action taken	
Outcome	
Completed by (SLT member)	



## **Mobile Phones and Internet Access**

Parents need to be aware of their children's use of modern methods of communication, especially mobile phones and internet use (social network sites)

Keep your eyes and ears open and as soon as you suspect anything - children's behaviour dramatically changing after receiving texts on their phones or emails - take action quickly.

If your child accesses the internet in their bedroom, be sure to regularly talk to your child about the sites they are accessing and ensure they are ok.

### **If you think your child is a victim of bullying**

1. Talk to your child – reassure them that they can trust you and that you want to help sort out any problems. Encourage them to talk to other people they trust if they want.
2. Keep a record or a diary – this can be used as evidence of the scale of the issue but keep encouraging your child to talk to you.
  - Ask your child for the full facts – what part, if any, has your child had in the incidents?
  - Get your child to keep a diary of incidents – this will be important evidence.
  - Get your child to give you names of any witnesses.
3. Contact the school and ask to speak to your child's teacher. They will be as keen as you to resolve the issue.
  - Explain your fears and tell them that you are keeping a record.
  - Ask them to follow up your concern and make an appointment to discuss the findings and what action is being taken
  - The teacher will try to establish the facts by following the school's anti-bullying policy.
4. Encourage your child to expand their circle of friends
5. If the bullying persists, contact the Headteacher.

**If the bullying is particularly serious you can contact the Police and report the incident as HARASSMENT. Although, we would not actively encourage the criminalisation of young people, it is important to recognise that bullying in its severest form is harassment and hence a criminal offence**

Do not take matters into your hands and do not let your child stay at home from school.

## (9) Top tips for pupils

### **Are you being bullied?**

Firstly, don't blame yourself.

- The most important action is to talk to someone you can trust – Parent, Carer, Teacher, friend or Police Officer
- If you don't want to talk to someone in person you can ring CHILDLINE FREE 0800 1111 or visit websites that can help
- You must speak out – bullies rely on silence. They may threaten to make things worse if you say anything BUT think about it – secrecy can only protect THEM, not you. By telling you may be helping others too!
- If someone is sending nasty or abusive emails or texts, keep them as evidence.
- Try to stay in a group – ask your friends to look out for you. Ask your friends and classmates to stick up for you. If you stick together bullies lose their power.
- Walk away if you can, ignore them – they might stop if they don't get a reaction BUT if the bullying persists keep telling people. Don't let them get away with intimidating you - show them you are not afraid by telling them to stop or you will take it further.
- Stay where you feel safe.
- Keep a record of what has happened and ask your friends to be witnesses.

IF THE BULLYING KEEPS AFFECTING YOU - KEEP TELLING SOMEONE

Bullying is a form harassment and is a CRIME and people can be prosecuted by the POLICE

Some websites that can help C [www.bulliesout.com](http://www.bulliesout.com) [www.childline.org/bullying.asp](http://www.childline.org/bullying.asp)

**BULLYING: If you laugh at it, you are part of it!**

## (10) Anti-Bullying Charter

### ANTI-BULLYING CHARTER

#### IN OUR SCHOOL WE WILL:

- ACCEPT OTHERS REGARDLESS OF APPEARANCE, RACE, ABILITY, CULTURE, SEXUALITY, GENDER OR CIRCUMSTANCE
- TELL A RESPONSIBLE ADULT SUCH AS PARENTS, TEACHERS, GUARDIANS AND FAMILY. OR CHIDLIN 0800 1111
- TELL SOMEONE IF WE SEE SOMEONE ELSE BEING BULLIED
- WE WILL CELEBRATE DIVERSITY IN ONE ANOTHER
- DO ANYTHING TO PREVENT BULLYING

Signature: .....