



*‘Learning to follow the right path
through care, love and respect in the
Light of the Risen Christ’*

Anti-Bullying Policy

Review September 2019

Respecting Others: Anti-Bullying Policy

St Teilo's Catholic Primary 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).

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 is of paramount importance.

Prevention includes sending out a clear message that negative behaviour is anti-social, unacceptable and will not be tolerated here. **This school policy is based on the Welsh Government initiative and Guidance "Respecting Others: Anti-Bullying Guidance". It can be accessed from www.wales.gov.uk/respectingothers**

What is Bullying behaviour?

Bullying is deliberately hurtful and designed to cause distress. It is usually repeated over a period of time and is difficult for the person being bullied to defend themselves against. It involves an imbalance and abuse of power and is not age dependent. It may have a racist or discriminatory motivation and can focus on ethnicity, culture, class, religion, learning difficulties, gender, sexuality, long term health conditions and disability. It may be based on small differences between children which are not always clear to us and may shift and develop as relationships change. Bullying behaviour may be shown by individuals or groups. It may not always be clear who is manipulating the behaviour we see. Some children can be 'provocative victims' eg by behaving in a tiresome way which eventually triggers a response which may then be seen to be bullying.

Bullying is not falling out with friends, choosing not to play with someone, disliking someone, one off aggressive behaviour such as a fight between children who disagree, accidental physical contact, or the normal rough and tumble of playground life.

Bullying can take many forms, but the main types are:

- Physical – eg. hitting; kicking; punching; spitting; biting; sexual harassment; having belongings damaged, stolen or removed.
- Verbal – eg. name calling; teasing; insulting; sarcasm; threats; offensive remarks; sexual/racial comments.
- Emotional / Psychological – eg. excluding, humiliating, dirty looks; making distressing comments about family members, spreading stories/malicious rumours;

There are also specific types of bullying relating to identities that should be part of these existing strategies. Schools may benefit from some additional support when devising preventative and responsive measures to different types of identity-based bullying. To this end, the Welsh Government has produced a set of type-specific anti-bullying guidance for schools.

The set includes:

- bullying around race, religion and culture
- bullying involving learners with special educational needs and disabilities

- homophobic bullying
- sexist, sexual and transphobic bullying.
- Cyber/Hi-Tech bullying e.g. malicious emails or comments in internet chatrooms or text messages on mobile phones, Instagram or Xbox live: distressing comments about family members; posting stories, pictures etc on the internet or other devices; silent phone calls; using someone else's name to spread unpleasant gossip and rumours; happy slapping.

Bullying affects everyone, not simply the victims and the instigators. It has an influence on other children who may witness violence, aggression and the distress of the victim.

Our whole school approach to preventing bullying includes:

- Developing a positive ethos which includes knowing bullying is unacceptable here;
- Expecting positive behaviour which helps and supports learning and development;
- Promoting co-operation and expecting socially responsible behaviour;
- Encouraging those who witness bullying to act positively by alerting staff and exerting collective peer pressure to deter the bullies;
- Valuing and celebrating everyone's differences, skills and talents;
- Supporting the development of emotional literacy, self esteem and resilience through assemblies, Circle Time, PSE, the Healthy Schools programme, skills development, teaching pupils personal coping strategies, School Council involvement, Buddy schemes and Peer Mentoring;
- Active involvement of our designated Police SCPO in the delivery of the all Wales School Liaison Core Programme;
- Showing respect for others;
- Making the information in this policy available to all stakeholders;
- Involving all members of the school community in designing /implementing this policy.

Why should we be concerned?

Someone who is experiencing bullying will be upset and distressed and find it hard to concentrate on work or learning. There may be signs such as poor attendance, truancy, being late, being off school sick, becoming withdrawn and anxious, losing possessions and money, having mood swings, and showing untypical behaviour.

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 problem box, access to any member of staff, representation on the School Council and buddies/mentors who will pass on concerns;
- This school takes into account the guidance given in the All Wales Police "School Beat" guidance document.

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

- We will investigate the incident / establish facts by independently talking to all involved;
- Appropriate intervention techniques will be used to manage difficulties between bullies & victims; encourage reconciliation where this is possible / feasible;
- Where bullying behaviour has been established, agreed sanctions will be implemented consistently and fairly as necessary to prevent further incidents;
- Parents will be involved as early as possible where incidents merit it and updated as circumstances dictate;
- Guidelines from the all Wales Police “School Beat” partnership working document will be applied to determine whether official police involvement is needed; as indicated in these guidelines, but wherever possible incidents will be dealt with internally;
- Accurate, factual records of all reported incidents and the school’s response to them will be kept;
- All incidents will be followed up after they have been dealt with and outcomes will be reviewed to ensure bullying behaviour has ceased;
- Where necessary on-going support will be provided for those involved.
- The use of a ‘Restorative Practice’ approach will be considered where it is thought to be appropriate.

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

- Withdrawing privileges/free time; preventing access to parts of school; detention; lunchtime exclusion; short term exclusion; involving parents as / when necessary; involving appropriate outside agencies; including details on the bully’s school record; exclusion.

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, eg. assemblies, pastoral work, PSE, parents meetings, newsletter, website;
- Develop 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 and ensuring that 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, appropriate curricular work (eg 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;
- Including bullying in our home-school agreement.
- Providing clear information and guidance on dealing with bullying and the help which is available for students, parents and staff.

Guidance for parents

- Parents who wish to express concerns in relation to bullying should in the first instance discuss the issues with the child's class teacher in order to ascertain the nature of the problem and reach an agreement on an appropriate course of action to eradicate the problem.
- In the event of a parent being dissatisfied with the outcomes arising from a meeting with the class teacher the parent should express their concerns with the Headteacher.
- In the event of parents still feeling dissatisfied: parents may make a formal complaint in writing, following the procedures outlined in the Complaints Procedures.

Reviewing the policy

The final details of this policy have been drawn up in consultation with pupils, parents, staff and members of the school community.

It will be discussed, reviewed and revised annually.

	Name	Signature	Date
Chair of Governors			
Head Teacher			

Review Date	September 18
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