

Ysgol Gynradd MAESYBRYN Primary School

ANTI-BULLYING POLICY



Policy Updated: March 2025

Policy adopted by GB: Spring Term Meeting 2025

Policy Review Date: **March 2028**

TITLE	NAME	SIGNED	DATE
Acting Headteacher	Simon Roberts	<i>S. Roberts</i>	6/03/2025
Chair of Governors	Jeff Fish	<i>J. Fish</i>	6/03/2025
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Introduction

Anti- Bullying Policy

Maesybryn Primary School is committed to providing a safe learning environment for all learners and staff, free from bullying or threat. We embrace the concept of equal opportunities for all.

We will provide an environment where all pupils and staff feel safe and valued and are committed to the fundamental principle that everyone should attend school or work without fear of bullying from peers, colleagues or leaders.

The school will follow the All Wales Child Protection procedures and local protocols in relation to specific and identifiable wellbeing issues that prevent a child from accessing education, or where there are safeguarding concerns due to actual or perceived bullying.

We do not, as a school, tolerate any form of physical or emotional bullying. (Note links to staff conduct policy and pupil discipline policy)

Aims of the Policy

- To create a school ethos and system which encourages children and adults to disclose and discuss incidences of bullying behaviour.
- To ensure that all stakeholders understand the true meaning of the term "Bullying" and to recognise it when it occurs.
- To reduce and eradicate where possible instances in which any individuals are subjected to bullying in any form.
- To raise awareness of bullying as a form of unacceptable behaviour with school management, teachers, pupils, parents/guardians
- To develop procedures for noting and reporting incidents of bullying behaviour.
- To develop procedures for investigating and dealing with bullying behaviour.
- To develop a programme of support for those affected by bullying behaviour and for those involved in bullying behaviour
- To ensure that all pupils and staff are aware of the contents of this policy and fulfil their obligations to it.
- To meet any legal obligations which rest with the school.

Definition of Bullying

Bullying is repeated and/or persistent aggressive, verbal, psychological or physical abuse conducted by an individual or group against others. It also involves targeted behaviour using information technology and social media. Bullying is rarely a "one off" event but there are instances when the targeting of an individual could constitute bullying. Bullying behaviour is very distinct from other forms of disagreement.

Setting Standards

The values and beliefs underlying this policy may be considered in the context of the following statements.

All bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify it.

The school recognises the detrimental effect on pupils and staff who may be subjected to bullying and will work actively to minimise the risks.

Victims of bullying will be treated in a positive and sensitive manner, rather than being regarded as a burden to staff and peer groups.

The school will tackle the problem of bullying immediately it is identified.

A climate needs to exist where staff and pupils can raise concerns without fear of this making the situation worse.

We need to identify bullying as a behaviour rather than identifying a person as a bully.

Creating the Ethos and Raise Awareness

The school will endeavour to create a positive and pro-active system that encourages children and adults to disclose and discuss incidents of bullying behaviour towards themselves and others. This will be done through: -

School assemblies,
PSE lessons and "Circle time".
ELSA support sessions
Open dialogue between parents, staff and leaders.

Pupils and staff will be encouraged to speak about their experiences openly with others so that others will realise the harm it does both physically and mentally.

Reducing and/or Eradicating Problems of Bullying

We will endeavour to reduce or eradicate problems by encouraging everyone to: -

Share the problem with others.

Always report incidents of perceived bullying however trivial to a teacher or another adult immediately so that if necessary the head teacher can be informed

Report any serious cases of bullying immediately to the head teacher.

Procedures for Reporting Incidents

When an incident occurs the victim must be given time and the opportunity to speak about the incident/s in detail so that the school can assess the situation. This will not only include what actually happened but any other background information that might be relevant to the bullying. The victim must feel confident that he/she will be listened to.

It is also very important that the accused is given the opportunity to put his/ her case so that the person is not falsely accused.

Witnesses to incidents are very important and should be listened to by others in order to gain a wider picture of a complaint.

All staff recognise the importance of all incidents being taken seriously and that **all** reports are investigated, however trivial they may appear to be. Staff will take a calm, unemotional problem-solving approach when dealing with incidents of bullying behaviour reported. In any incident of bullying the investigator (teacher or school leader) will speak separately to the parties involved, in an attempt to get both sides of the story. All interviews will be conducted with sensitivity and rationally and with due regard to the rights of all concerned.

Serious incidents involving children must be reported to the head teacher. All instances of bullying directed at adults must be reported to the Headteacher or Chair of Governors.

Where the head teacher deems the incident of child bullying to be serious and not totally resolved the parents of both parties will be informed and asked to discuss the matter at school.

All staff, teaching and support staff, should be made aware of the policy.

All staff and parents have copies available to them should see the policy at any time.

In the case of a complaint regarding a staff member, this should be reported to the head teacher. The head teacher will investigate the matter with the complainant and the teacher concerned.

Where cases, relating to either a pupil or a teacher remain unsolved at school level, the matter should be referred to the School Governing Body.

Dealing with Bullying

The perpetrator should be made aware of how his/ her bad behaviour has affected the person who has been bullied. An agreement should then be made on how the victim will be treated in the future by the perpetrator.

Where bullying is deemed as persistent and/or persistent, reference may be made to the school's disciplinary policy for pupils or the staff conduct policy for staff. In extreme instances the perpetrator may be removed from the school using these policies and procedures.

The head teacher will decide on the best course of action. This will be determined by the frequency, the extent and harm caused to the individual.

Ultimately, the final decision will rest with Governing Body of the school through the staff or pupil disciplinary committees.

Conclusion

An anti-bullying policy alone will not stop bullying. Bullying is an aspect of life that can affect any establishment and we strongly believe can only be reduced through an understanding of why it happens. We also firmly believe that bullying can be greatly reduced if everyone in the school is made fully aware of the detrimental effect it can cause on the individual and reports any concerns as early as possible.