



# **PENTREBANE PRIMARY SCHOOL ANTI-BULLYING POLICY**

**(May 2025)**



Our school policy reflects and follows the guidance given by the WG Statutory guidance for governing bodies of maintained schools *Rights, respect, equality Nov 2019*.

We are committed to providing a caring, friendly and safe environment for all our pupils so that they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell an adult and know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell the staff.

We follow the Welsh Government definition of bullying which says that bullying is:

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

Bullying differs from an argument, a fight or friendship fallout in that it:

- Is deliberate or intentional
- Is generally repeated over time
- Involves a perceived imbalance of power between perpetrator and target
- Causes feelings of distress, fear, loneliness, humiliation and powerless

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.

Bullying can take many forms, including:

- 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 special educational needs (SEN) 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 innuendo. This can also include sextortion, so called ‘revenge porn’ and any misuse of intimate, explicit images of the learner targeted
- 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. 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.

### Aims and objectives

- All staff, governors, pupils and parents should understand the schools anti- bullying policy. Bullying will not be tolerated in school or whilst pupils are making their journey to and from school.
- Clear procedures for reporting bullying should be understood and followed
- Bullying is wrong and damages the individual. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.
- We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.
- This policy aims to produce a consistent school response to any bullying incidents that may occur.
- We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person’s responsibilities with regard to the eradication of bullying in our school.
- Parents/Carers will be kept informed.

Measures to prevent bullying may include:

- the sharing of relevant information with lunchtime supervisors/staff will cover any children who need special care in the playground
- Anti-bullying is included in the curriculum as part of the PSE programme (Jigsaw)
- Use of circle time
- Writing class/ school rules
- The school considers motivations when working with the children who bully others. This helps their understanding and allows them to identify the root cause of their unacceptable behaviour, as well as help to change it, preventing further bullying from happening.
- All forms of prejudice are challenged equally and all pupils are considered in the school’s anti-bullying strategies.

### Procedures and Consequences

Children should report bullying incidents to staff as soon as possible. **In the first instance, the class teacher will act to try to reconcile the situation:**

- Information will be gathered from all pupils involved.
- Whenever possible, the pupils will be reconciled.
- The bully will offer an apology, and other appropriate sanctions may take place.
- The bullying behaviour and threats of bullying must immediately stop.
- An attempt will be made to help the bully change his / her behaviour.

If the bullying behaviours continue, **members of the Senior Leadership Team should be informed and they will act appropriately:**

- The incidents will be recorded on ‘My Concerns’ by staff.
- Parents will be informed and may be asked for a meeting.



- The pupil carrying out the bullying may receive further sanctions such as internal isolation and/or missing playtimes.
- If the member of SLT believe it to be a serious case, the Headteacher will be informed.
- Where those involved agree it is a serious case, exclusion will be considered.

## **The Law Relating to Bullying**

There is no legal definition of bullying in Great Britain, but broader legislation can be applied to address certain acts of bullying.

Legislation applies in Wales, the UK and internationally that aims to protect the rights of children and young people to a life free from abuse and harm including bullying. (See WG Statutory guidance for governing bodies of maintained schools Rights, respect, equality Nov 2019 for existing legislation and international conventions with relevance to bullying in Wales.)

## **The role of the class teacher**

- Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.
- Teachers in our school take all forms of bullying seriously and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school.
- If teachers witness an act of bullying, they do all they can to support the child who is being bullied and the bully.
- We acknowledge & deal with incidents occurring to and from school. Records of bullying are kept including incidents of bullying that occur outside lesson time, either near the school or on the children's way home or to school. If any adult witnesses an act of bullying, they should inform school.
- If teachers become aware of any bullying taking place between members of a class, they deal with the issue immediately. Time is spent talking to the child who has been bullied and the bully: they explain why the action of the child was wrong, and they endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, they inform the headteacher. The child's parents are then invited into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the headteacher may contact external support agencies such as the social services.

## **The role of Senior Leaders**

- It is the responsibility of Senior Leaders to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Headteacher reports to the governing body about incidents of bullying at all full governors' body meetings.
- Senior Leaders ensure everyone knows that bullying is wrong, and that it is unacceptable behaviour in this school. For example, if an incident occurs, the Headteacher may decide to use assembly as a forum in which to discuss with the children why this behaviour was wrong.



- The Headteacher ensures that all staff have sufficient awareness to be equipped to deal with all incidents of bullying.
- Senior Leaders set the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.
- Senior Leaders engage with parents to ensure they have a full understanding of the school's anti-bullying strategy.

### **The role of Governors**

- The governing body supports all attempts to eliminate bullying from our school.
- The governing body monitors the incidents of bullying that occur and reviews the effectiveness of the school policy regularly.
- The governing body responds within ten days to any request from a parent to investigate incidents of bullying.

### **The role of Parents**

- Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.
- Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

### **Monitoring and review**

This anti-bullying policy is the governors' responsibility, and they review its effectiveness annually.

Headteacher

Chair of Governors

Policy reviewed and agreed: June 2025