



Llandaff City Church in Wales Primary School

Listen- believe - act

Anti-bullying Policy SP17

At Llandaff City Church in Wales Primary school we regard all pupils of being of equal value. We are committed, therefore, to providing an environment that is safe, where pupils and staff understand and respect each other's views.

Pupils and parents have the right to expect that any allegations of bullying they make will be listened to in a sympathetic manner in accordance with the schools' Anti-bullying procedure and that, where appropriate, action will be taken to address issues raised.

Governors and staff accept these important principles in their efforts to ensure the school is safe with a caring atmosphere with its pupils and staff. As a school we believe that bullying is not acceptable.

1. Aims of the Policy

- To take positive steps to promote equality of opportunity and harmony to combat any discriminatory practices.
- To meet the needs of all children in the school.
- To implement early intervention recognising that this is important if an individual's behaviour is to be changed.
- To offer support and counselling should the need arise. (Note: In some cases this may need to be off site and provided via an external service such as Pathways).
- To ensure that the Christian ethos of the school is reflected in the manner in which all are treated.
- To offer caring adult role models.

2. Bullying

Definition:

Bullying is a wilful, persistent and conscious desire to hurt another or put him/her under any stress of any kind – physical, verbal, gesture, extortion, exclusion, intimidation, racial sexual – or a one-off incident of sufficient severity.

The hurt can be caused by:

- Emotional being unfriendly, excluding from groups, tormenting [e.g. hiding books, threatening gestures]
- Physical pushing, kicking, hitting, punching, biting or any use of violence
- Racist racial taunts, graffiti, gestures
- Discriminatory disability, gender, age or other differences
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focusing on the issue of sexuality
- Verbal name – calling, sarcasm, spreading rumours, teasing
- Cyber all areas of Internet, such as email and internet chat room misuse, social media
- Mobile mobile threats by text messaging and call
- Misuse of associated technology Camera, phone, video, recording facilities

Signs and Symptoms

A child or young person may indicate by signs of behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child;

- Is frightened walking to and from school
- Begs to be driven to school
- Refuses to come to school
- Changes their routines
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering
- Attempts or threatens suicide
- Runs away
- Cries themselves to sleep or has nightmares
- Has unexplained cuts or bruises
- Becomes aggressive, disruptive or unreasonable
- Stops eating
- Is frightened to say what is wrong
- Starts bullying children and young people
- Is nervous or jumpy when a text message is received

These signs are not exhaustive and could actually indicate other problems, but bullying should be considered as a possibility and should be investigated by the adults involved with the care of the child.

3. Responsibility for implementation

The Head Teacher and all staff are responsible for the implementation of this policy

4. Policy Statements

- a. We aim to deal with bullying swiftly when it occurs.
- b. We can consider it our duty to ensure that all pupils and staff know what bullying means particularly to the victims, the bullies and their parents and that we will not tolerate any incident of this nature.
- c. Any bullying incidents will be taken seriously by all staff and it will be investigated thoroughly in accordance with the school's Anti-Bullying Procedure.
- d. Pupil, parents, staff and governors will be informed of our school's approach to bullying and our school's anti-bullying policy and procedure.
- e. Although there is a need for all governors, staff, parents and pupils to do what they can to prevent bullying, the Head Teacher and one named governor will have special responsibility for supervising the application of this policy throughout the school.
- f. It shall be the responsibility of the Head Teacher to keep a register of all allegations of bullying made to staff under the anti-bullying procedure and it shall be the responsibility of the designated governor to ensure that a confidential summary (no child will be named) of this register is reported to each full meeting of the governing body.
- g. All incidents of bullying will be monitored on a regular and on-going basis until resolved to the satisfaction of all involved.
- h. Cases of bullying will be seen as a breach of our school's Positive Behaviour Management Policy (Policy SP11) and our code of conduct and teachers will need to be consistent in the way in which they deal with bullying incidents.
- i. Staff will receive training, advice and guidance to watch for early signs of distress and how to deal with them. Staff will use confidential well being sessions at the beginning of staff meetings to alert all staff to any bullying concerns.
- j. Teachers and other members of staff are expected to act as role models, respecting and considering each other and the pupils in their care.
- k. Pupils will be an important resource themselves in countering bullying through the use of peer pressure, the School Council and its organization and liaison with older and younger children.
- l. Pupils will be taught explicitly and through the curriculum that bullying is hurtful and will be given clear definitions of bullying behaviour.

5. Responding to Bullying

Bullying can frequently be underestimated. It can cause considerable distress to children, to the extent that it affects their health and development or, at the extreme, cause them significant harm (including self-harm). We will respond to all bullying incidents following the Anti-bullying procedure (See appendix 1), and will ensure that ;

1. Children are aware they can report bullying incidents to staff.
2. In cases of serious bullying, the incidents will be recorded by staff.
3. In serious cases parents / carers should be informed and will be asked to come in to a meeting to discuss the issue.
4. If necessary and appropriate, police will be consulted.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
6. An attempt will be made to help the bully(bullies) change their behaviour.

Note: Parents and carers should initially bring their concerns to the class teacher to investigate. Follow up actions including support will be implemented based on teacher findings after concluding their investigation. Where parents / carers do not feel that the problem has been rectified it should be brought to the attention of a senior staff member. Senior staff members will ask parents and carers to detail their concerns so that they too can investigate and take action if necessary / appropriate.

6. Roles and Responsibilities of all staff, children, parents / carers and governors in implementing this policy

Staff will encourage children to reduce incidences of the above behaviours by:

- role modelling acceptable behaviour
- teaching appropriate methods of communication
- offering motivation for the individual to work with others
- building tolerance of group situations
- developing appropriate assertiveness skills
- ensuring each child is aware of the complaints procedure and how to access support
- having adults or peer mentors/buddies who are someone to turn to, and can be trusted to take action

Any child who has been subjected to bullying-type behavior will be supported, and staff will undertake a risk assessment to ensure that the victim, other children and the perpetrator are kept safe.

7. Outcomes of bullying

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may also take place as determined appropriate by school staff.
2. In serious cases, suspension or even exclusion from the group will be considered.
3. If possible, the children will be reconciled.
4. After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place. Monitoring will usually take place by the class teacher who will be in the best position to support the child.

8. Monitoring and evaluating the policy

The Head Teacher is responsible for monitoring the effectiveness of the Policy and Guidelines via staff observations and feedback and consultation with children and their parents/legal guardians and colleagues.

This policy was reviewed on: 09/03/'22

Signature: Signed copy kept in school.

It will be next reviewed Spring 2025 or sooner following a serious act of reported bullying.

Sources consulted in the production of this policy include:

DfES Bullying: Don't suffer in silence – An antibullying pack for schools

Tackling Bullying: Listening to the views of children and young people DfES and Childline

DfES web site: www.dfes.gov.uk/bullying

Kidscape web site: www.kidscape.org.uk

Cardiff LA: www.cardiffgov.uk/schools/school_staff/bullying_policy.asp

Welsh Government web site:

<http://wales.gov.uk/topics/educationandskills/schoolshome/wellbeing/antibullying/?lang=en>

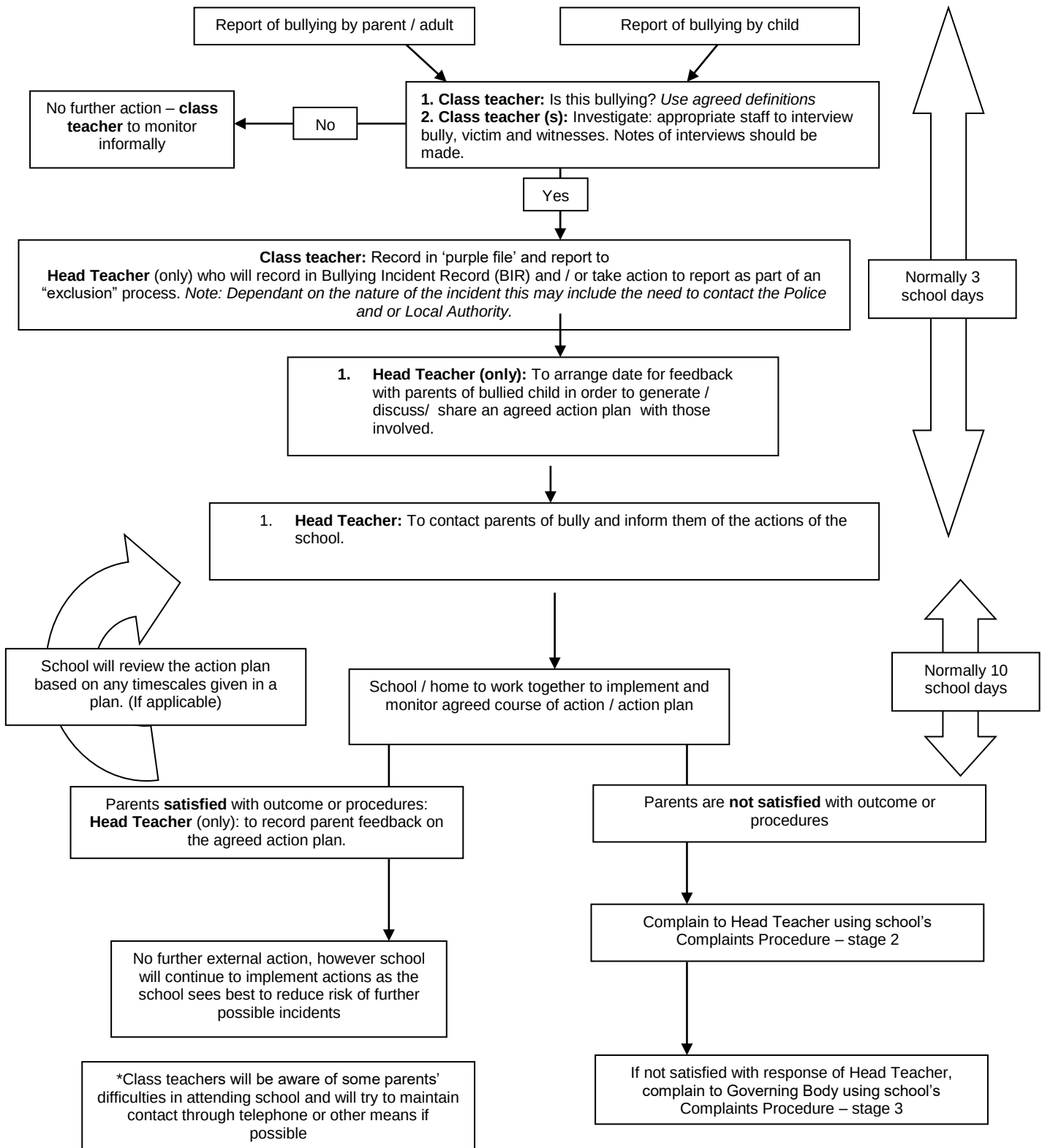
Welsh Government (2011) Respecting others: Anti-bullying overview. Cardiff: Welsh Government

The Policy was revisited :

March 2022
December 2019
November 2017
February 2013
November 2011
October 2006
July 2005
January 2005
September 2000
September 1998

Anti-bullying Procedure at Llandaff City

Appendix 1



Note: In the absence of the Head Teacher the Deputy Head Teacher will undertake the Head Teacher role.

Approved by Staff and Governors
November 2017 / December 2019 / March 2022