Llandaff City
Church In Wales
Primary School

Anti-bullying Policy

Llandaff City CIW Primary School is committed to providing a safe, inclusive and respectful environment where every child, member of staff, parent and visitor is valued. Bullying, discrimination, harassment or victimisation of any kind will not be tolerated. This includes behaviour related to any of the protected characteristics defined in the Equality Act 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

The school actively promotes equality, diversity and mutual respect and is committed to challenging prejudice, stereotypes and discriminatory language or behaviour. Any incidents of bullying, including those motivated by prejudice or hostility towards a protected characteristic, will be taken seriously and dealt with promptly, fairly and consistently in accordance with the school's behaviour and safeguarding procedures.
We aim to foster a culture where everyone feels welcomed, respected and able to thrive, regardless of their background, identity or circumstances.

We teach children to celebrate differences, show kindness and empathy towards others, and understand that everyone has the right to be treated with dignity and respect.

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 the Multi Agency Safeguarding Hub (FASPH).
- To ensure that the Christian ethos of the school is reflected in the way 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 - 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 calls
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 indicate other issues, 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. Pupils, 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 record 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 Relationship and Behaviour policy; staff 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 e.g. buddying and School Council initiatives.
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 2), and will ensure that;

- Children are aware they can report alleged bullying incidents to staff.
- In all cases of alleged bullying, the incidents will be recorded by staff on MyConcern.
- In serious cases parents / carers should be informed and will be invited to a meeting to discuss the issue.
- If necessary and appropriate, police will be consulted.
- The alleged bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
- An attempt will be made to help the bully (bullies) change their behaviour through appropriate support. On occasions this may include the involvement of outside professionals.

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

Any child who has been subjected to bullying-type behaviour will be supported. Where appropriate staff may also undertake a risk assessment or a support plan (see Appendix 1) in order to ensure that the victim, other children and the perpetrator are kept safe.

7. Outcomes of bullying

- The bully (bullies) will be encouraged to take part in restorative conversations.
- In serious cases, internal exclusion or fixed term exclusion may be considered.
- 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/children.

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.

Policy reviewed on: November 2026

https://www.gov.wales/challenging-bullying-rights-respect-equality-guidance-schools

Appendix 1 – Support Plan



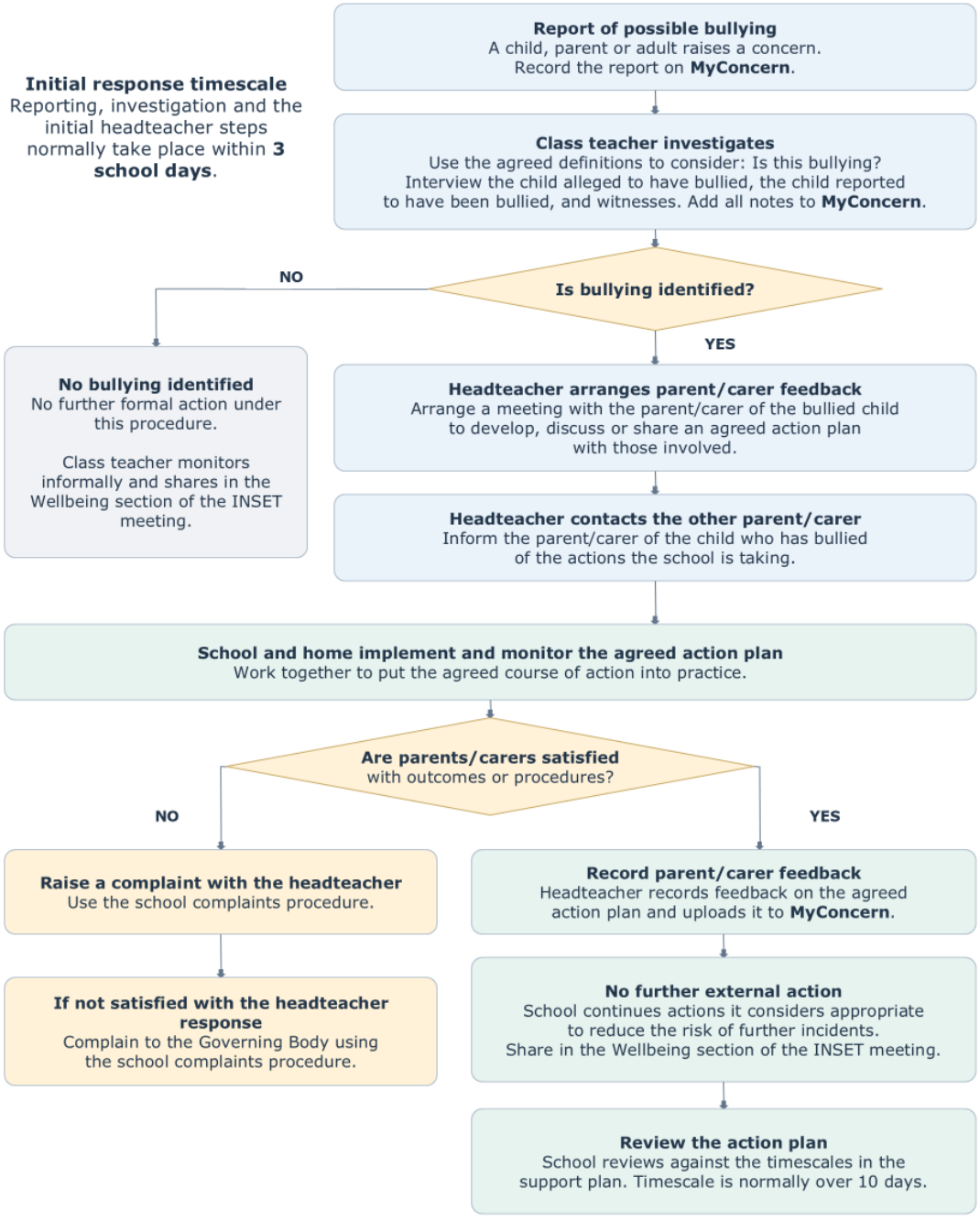
My Individual Support Plan
Name:
Class:

My Targets	What do I need to do?	Who is going to help me and when?	How can I be helped at home?	How did I get on? Review date & time:

Class Teacher _____ Pupil _____ Parent / Carer _____ Date _____

Appendix 2

Anti-bullying procedure



Read alongside the school anti-bullying policy and complaints procedure.