

# PENRHIWCEIBR PRIMARY SCHOOL



## Anti-Bullying Policy

Bullying can occur in any school regardless of its size, and to any person regardless of gender, race or socio-economic background. School should be a safe place, where the emphasis is on mutual respect, regardless of perceived or real differences. At Penrhiwceibr Primary School it is the responsibility of **everyone** to acknowledge that it can occur at any time verbally, physically and emotionally and in any area of our school community. We must remain constantly vigilant and positive in our approach towards prevention and tackling problems when they arise. Approaches to tackle bullying should include whole school, class and individual pupil work.

We aim to help our children become self-motivated, independent learners.

We encourage our children to realise their full potential and have respect for others, their community and their environment. Through a stimulating, caring atmosphere we promote secure and happy relationships within the school community.

### Aims

- To define what we understand by the term "bullying"
- To develop and maintain a whole school approach to anti-bullying which is positive and supportive.
- To develop shared ownership and responsibility in tackling incidents of bullying - children, teaching and support staff, governors, parents and support agencies.
- To establish a monitoring system to ensure all incidents are recorded and dealt with according to agreed school procedure.
- To communicate the policy and procedures to children, staff, parents and governors to ensure clarity and understanding.
- To regularly evaluate the policy as part of the whole school approach to behaviour management.

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## **Definition of Bullying**

Bullying is defined as a wilful, conscious desire to hurt, threaten or frighten someone in a premeditated and persistent fashion with the intention of causing distress. Such actions may involve physical, verbal or emotional harm.

## **Actions to be taken in cases of bullying**

The class teacher deals with bullying in the first instance if it is reported at school. More persistent occurrences are dealt with by the Headteacher and /or Deputy Headteacher who use professional judgement in deciding whether or not to involve the parents of those concerned.

Sometimes incidents of bullying are reported initially at home and the parents inform the school. This is then dealt with by the class teacher and the Headteacher and/or Deputy Headteacher.

Headteachers have a legal duty to take measures to prevent all forms of bullying among pupils. All teaching and support staff should be alert to signs of bullying and act promptly and firmly.

Staff at Penrhiwceibr Primary School use the following strategies according to the situation, age of children, resources available.

- Watch for early signs of distress in pupils – deterioration of work, spurious illness, isolation, the desire to remain with adults, regularly being late for school, low self-esteem, bruises and cuts, avoidance of school. All of the above may be symptomatic of other problems but may be early signs of bullying.
- Be available and willing to listen. Treat information seriously.
- Record each incident precisely.
- Offer the victim immediate support and help by putting the school's procedures into operation. Inform the parents of both the victim and the child who is doing the bullying where appropriate.
- Avoid the 'bullying' model when applying sanctions. Do not bully the child who is bullying. Try to negotiate an agreed form of atonements which is acceptable to both the victim and the bully.
- Ensure all accessible classroom and playtime areas are actively / openly supervised on a random basis.
- All observed incidents of bullying must be stopped immediately. They must be dealt with, either immediately or at a later more appropriate time.

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- Other pupils can be positive resource in countering / de-fusing situations which occur. Discussion groups with pupils and lessons about bullying could be set up where appropriate.
- Help the child who is bullying to become aware that his/her actions are considered to be bullying and that these are hurtful to the victim.
- Ascertain wherever possible the reasons why she/he bullies others and help the child who is bullying resolve his/her problems.
- Break up groups of children who display inappropriate behaviour by not allowing them to play, sit, eat, etc., together.
- Bullying is always wrong – a victim of bullying must not be made to feel guilty because she/ he is bullied. The victim, must, however, be made aware that some behaviour can easily be used as an excuse for bullying.
- If bullying is happening to children on the way home, inform the parents of this. Following this information in future, we will keep the child who is bullying at school until everyone has left. Do not allow the children who are bullying leave together.
- Encourage positive peer support against bullying behaviour.
- Help children think about strategies to use.
- Sexual, family and racial harassment also needs to be discussed and dealt with sensitively according to the ages and needs of the children.
- Ensure that pupils know what to do when they are bullied. Regularly remind children, especially newcomers that bullying (verbal or physical) is not tolerated in the school.

Penrhiwceibr Primary School is a supportive and caring community. Everyone has a right to feel safe. Everyone is expected to ensure that bullying does not happen and has the responsibility to tell – this is not telling tales.

Parents are asked to maintain communication with the school in order that the home- school partnership can be kept secure.

## **Communication**

Bullying is treated seriously at Penrhiwceibr Primary School and aim to handle it sensitively. Both parties are fully involved in discussions about allegations and incidents. For more serious incidents parents/guardians are also included in discussions. The school's approach to bullying is discussed with children when appropriate.

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Positive approaches to Behaviour Management form part of curriculum work in Personal, Social, Health Education and Citizenship, usually during Circle Time sessions involving a whole class or groups.

## School Action

- Individual incidents of bullying, alleged and proven, are recorded and kept through MyConcern, together with details of any action taken – this is reported on a termly basis to RCT LA.
- Where external support has been involved, reports on visits to school and any findings are kept on file.
- The incidence of bullying and the effectiveness of the anti-bullying policy are evaluated regularly by the Senior Management team and the Curriculum Committee of the Governing Body.

Reviewed : January 2026

Mr G Phillips  
Acting Headteacher



Dr B John  
Chair of Governors

