



Goytre Fawr Primary School **Anti-Bullying Policy 2024-25**



At Goytre Fawr Primary School, we believe that all children have the right to respect. We are committed to providing a caring, safe atmosphere, so that they can learn and play in a relaxed and friendly manner.

Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should know how to deal with such incidents and who to tell.

We acknowledge that bullying might take place, but we have a zero-tolerance approach towards it. We believe that every young person has the right to be safe. It is everyone's responsibility to watch for early signs of distress, deterioration of learning and wellbeing, isolation, and erratic behaviour. This behaviour may be an indication of other problems, but it may be the early signs of bullying.

We encourage an open culture in Goytre Fawr Primary School where everyone within the organisation has responsibility for reporting and recording incidents of bullying. We promise that every reported incident will be taken seriously, and appropriate action taken with those involved.

Statement of Intent.

At Goytre Fawr Primary School we believe that:

- Bullying is undesirable and unacceptable.
- Bullying is a problem to which solutions can be found.
- Seeking help and openness are regarded as signs of strength not weakness.
- All members of our community will be listened to and taken seriously.
- Everyone has the right to enjoy and achieve in an atmosphere that is free from fear.
- All of us have a responsibility to ensure that we do not abuse or bully others.
- Children and young people should talk to an adult if they are worried about bullying and have a right to expect that their concerns will be listened to and treated seriously.
- Children and young people should be involved in decision making about matters that concern them.
- We all have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse.
- We believe in tackling bullying by encouraging an environment where individuality is celebrated, and individuals can develop without fear.



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Definitions.

Estyn's View.

“Bullying is aggressive or insulting behaviour by an individual or group, often repeated over a period of time that intentionally hurts or harms.”

(Tackling bullying in schools: A survey of effective practice – Estyn 2006)

Welsh Government's View:

“The intentional hurting of one person by another, where the relationship involves an imbalance of power. It is usually repetitive or persistent...”

(Respecting Others: Anti-Bullying Guidance -WG September 2011)

Goytre Fawr Primary School Definition of Bullying.

Bullying is a subjective experience. At Goytre Fawr Primary School, however, we have developed the following definition of bullying:

Bullying is a repeated pattern of behaviour that uses or creates an imbalance of power to intimidate, upset, scare, threaten, or embarrass another person or groups of people. One-off instances of hurtful behaviour, teasing or arguments between individuals of equal power would not be bullying.

Children's view.

Some other relevant comments about bullying, that have guided the formation of our policy are:

“Bullying is hurting someone by being mean about their race, religion or just who they are, repeatedly and intentionally.” Lola D & T4 Pupil Group. Y6. 2021.

“Bullying is picking on someone every day and making them feel horrible inside.” Cameron S, aged 10. 2019

“Bullying is when a group or an individual purposely and constantly inflicts verbal or physical abuse” - 2023
Year 6 - T4

“Bullying is constant. It is a repeated action that affects you negatively. It's when someone is mean to you physically or mentally.” T4 25.09.24.



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Aims:

- To enable everyone to feel safe while at Goytre Fawr Primary School and to encourage pupils to report incidents of bullying.
- To deal with each incident of bullying as effectively as possible, taking into consideration the needs of all parties and of our community, and, as a result, to reduce the incidents of bullying
- To support and protect victims of bullying and ensure they are listened to.
- To help and support children/young people displaying bullying behaviour to change their attitudes and understand why it needs to change.
- To liaise with parents and other appropriate members of the school community.
- To ensure all members of our community feel responsible for helping to reduce bullying

Objectives:

- Our whole community can evidence ownership of the Goytre Fawr Primary School Anti-Bullying Policy
- To maintain and develop effective listening systems for children, young people, and staff within Goytre Fawr Primary School.
- To involve all staff in dealing with incidents of bullying effectively and promptly
- To equip all staff with the skills and information necessary to deal with incidents of bullying
- To involve the wider school/setting community (e.g. midday supervisors, part-time staff/volunteers) in dealing effectively with, and if necessary, referring, alleged bullying incidents.
- To communicate with parents and the wider school/setting community effectively on the subject of bullying.
- To acknowledge the key role of every staff member in dealing with incidents of bullying.
- To ensure that all incidents of bullying are recorded, and appropriate use is made of the information, where appropriate sharing it with relevant organisations.
- To promote emotional health and wellbeing across the whole school/setting and for all members of our community to role-model this in all situations

Bullying may take many forms:

- **Emotional or Indirect**- being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures);
- **Verbal** - name-calling, sarcasm, spreading rumours, teasing;
- **Physical** - pushing, kicking, hitting, punching or any use of violence, including objects;
- **Racist** - racial taunts, graffiti, gestures;
- **Sexual** - unwanted physical contact or sexually abusive comments;
- **Homophobic** - because of, or focussing on the issue of sexuality;
- **Cyber** - all areas of internet, such as email & internet chat room misuse; mobile threats by text messaging & calls; a misuse of associated technology, i.e. camera & video facilities.



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Common examples of bullying include:

- **Racist bullying.**
- **Bullying based on disability or ability.**
- **Bullying based on gender.**
- **Bullying based on appearance.**
- **Bullying based on circumstance.**

It is important that when dealing with incidents of bullying, individual perspectives are taken into account. If a child, young person, or adult states that bullying is taking place, actions must be taken to determine why this allegation has been made. Bullying is not always consciously motivated.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. This is why we have a responsibility to respond promptly and effectively to issues of bullying.

Signs and Symptoms of Bullying.

- Frightened of walking to and from school.
- Doesn't want to come to school. Feigns illness. Attendance problems.
- Begins truanting.
- Becomes anxious, withdrawn or lacking in confidence.
- Starts stammering or develops speech difficulties.
- Academic results and performance become noticeably worse.
- Regularly complains of feeling ill.
- Possessions or money goes missing, without plausible explanation.
- Becomes aggressive, negative, unruly or disruptive.
- Unexplained physical injuries.
- Is bullying other children around them.
- Eating patterns noticeably changed.
- Attention-seeking behaviours.
- Tearful.
- Lack of concentration-forgetfulness.
- Soiling or wetting themselves.
- Self-harming.
- Change in friendship groups.



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These signs could indicate other problems, but bullying should be considered a possibility and should be investigated.

Prevention.

At Goytre Fawr Primary School, we are constantly working to tackle bullying. We use many ways to inform staff and pupils about the subject. We show how seriously we take any form of bullying through the following:

- Anti-bullying week.
- School Rules.
- Assemblies.
- School Council.
- RSE/Circle Time.
- Class management.
- Monitoring behaviour closely through weekly charts and class logs.
- Yard organization.
- Dinner times and playtimes being closely monitored.
- Training for all staff.
- Role play/ drama.
- Issuing leaflets to parents and children.
- Poster campaigns.
- Outside speakers and guests.
- Suggestion/worry boxes in classrooms.
- Nurture group (where necessary.)
- Emphasis on team ethic through sport, P.E., collaborative group work in class, after school clubs.
- Pastoral care.
- R.V.E.

Procedures.

1. Report the incident to an adult that they trust, who will then report it to member of staff.
2. Member of staff to share information with Deputy and/or Head teacher.
3. Children spoken to in order to establish facts. All allegations and resulting meetings will be recorded in (Appendix B).
4. Once it's been established that incident meets our definition of "bullying", the incident will be recorded in the school's behaviour book as a bullying incident (via the bullying log-see Appendix B) and reported at the next full governor's meeting.
5. Parents informed and spoken to.
6. Genuine apologies, either written or verbal, sought.
7. Social skills/ELSA/nurture group programme initiated for bully and victim.



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8. Victim to regularly report to class teacher, deputy, or head, so that progress is monitored, so that repetition of bullying doesn't happen.
9. If repetition occurs, exclusion will be considered, dependent upon individual circumstance.

Staff have agreed to:

- Provide children with a framework of behaviour including rules which support the whole school/setting policy.
- Emphasise and behave in a respectful and caring manner to children/young people and colleagues, to set a good tone and help create a positive atmosphere.
- Raise awareness of bullying through activities, stories, role-play, discussion, peer support, school/children's council, PSHE etc.
- Through the head teacher/senior staff member, keep the governing/trustee/managing body well informed regarding issues concerning behaviour management.
- Provide a key staff member who is responsible for the monitoring of the policy (headteacher).

Governors have a duty to:

- Be fully informed on matters concerning anti-bullying.
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy.
- Identify one governor to lead on anti-bullying within school leadership.

Through the development and implementation of this policy, Goytre Fawr Primary School trusts that all children, young people, parents/carers and staff will:

- Feel confident that everything is being done to make Goytre Fawr Primary School a safe and secure environment.
- Know who can be contacted if they have any concerns about bullying.
- Feel supported in reporting incidents of bullying.
- Be reassured that action regarding bullying will take place.

Reacting to a specific incident.

Recording

All incidents will be recorded by Goytre Fawr Primary School on bullying logs (Appendix B) in the behaviour incidents book in the Head's secure cupboard.

A senior member of staff will take responsibility for ensuring that the incident is properly recorded and that the record is updated as necessary throughout an investigation.

Parents of all children/young people involved will be informed of what has happened, and how it has been dealt with. All discussions and actions relating to the incident/investigation will be documented and added to the incident log.



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Under Equality Act 2010 requirements data from the monitoring and recording of incidents (including 'nil' returns) will be reported half-termly to Local Authority.

Governors will be kept up to date of all bullying incidents, as and when they happen, through data presented by the head in every governor's meeting report.

All reported incidents of bullying will be recorded in a **bullying log (Appendix B)**. Information kept in the register includes:

1. Names of those involved, including the victim, bully and any witnesses.
2. Dates of incidents.
3. Details of incidents.
4. Action taken.
5. Outcome.
6. Reported to Local Authority and others.

Dealing with an Incident.

Whenever a bullying incident is discovered, Goytre Fawr Primary School will go through a number of steps. The exact nature of each step will be adapted to suit the nature and severity of the incident, and the response of those involved:

i) Goytre Fawr Primary School's community needs to be made aware that when a proven bullying incident has come to the attention of adults in Goytre Fawr Primary School, it has been taken seriously and action has resulted.

Goytre Fawr Primary School expects to support all involved by:

- Talking the incident through with all parties involved.
- Supporting the person who has been bullied to express their feelings.
- Supporting the person displaying the bullying behaviour to express their feelings.
- Discussing which rule(s) have been broken.
- Discussing strategies for making amends.

ii) Measures will be in line with the Goytre Fawr Primary School's behaviour and discipline policy, and may include:

- Explanation why the inappropriate behaviour is unacceptable.
- Reparation of damaged relationships.
- Time away from an activity.
- Meeting with staff, parent, and child.
- Missing another activity.
- Formal letter home from the senior staff expressing concerns.
- Apologies being made to the victim in verbal and/or written forms.



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(iii) This may also include the following:

- Time out from the classroom
- Pastoral support planning
- Removal from unstructured play areas during school play times
- Fixed term exclusion
- Permanent exclusion

iv) Safeguarding procedures will be followed when child protection concerns arise.

Review of policy.

In line with all policies, this policy will be reviewed after 2 years – **deadline: December 2025.**

It may also be reviewed and amended, in consultation with all stakeholders, in the light of events or experience. The stakeholders of this policy are children and young people, staff, parents and carers, governors and people from other organisations involved with the life of GFPS (including breakfast clubs, transport staff etc.).

Data from the monitoring and recording of incidents (including 'nil' returns) will also inform policy review and will be seen by governors once every half term.

This policy will be available to all staff, governors, pupils, and parents.



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Links with national and international documents include:

UN Convention of the Rights of the Child 1992 www.cirp.org/library/ethics/UN-convention

Education Act 1996 www.opsi.go.uk/acts/acts1996

School Standards and Framework Act 1998 www.opsi.go.uk/acts/acts1998

Human Rights Act 1998 www.opsi.go.uk/acts/acts1998

Race Relations (Amendment) Act 2000 www.opsi.go.uk/acts/acts2000

Welsh Assembly Government: Extending Entitlement 2000 www.wales.gov.uk/topics/educationandskills

Welsh Assembly Government: Respecting Others 2011 www.wales.gov.uk/topics/educationandskills

Safeguarding Children: Working Together Under the Children Act 2004

www.wales.gov.uk/topics/childrenyoungpeople/publications/guidance

Welsh Assembly Government: Rights to Action 2004 www.wales.gov.uk/topics/childrenyoungpeople/publications

Estyn: Tackling Bullying in Schools 2006 www.estyn.gov.uk/publications

Education and Inspections Act 2006 www.opsi.go.uk/acts/acts2006

Equality Act 2010 <http://www.legislation.gov.uk/ukpga/2010/15/contents>

NASUWT: Guidance on prejudice related bullying, including homophobic bullying, racist bullying, faith-based bullying, disability bullying, sexist bullying and transphobic bullying

<http://www.nasuwat.org.uk/MemberSupport/NASUWTPublications/PrejudiceRelatedBullying/>

Stonewall Cymru : the all Wales LGBTQ equality charity.

http://www.stonewallcymru.org.uk/cymru/english/about_us/

BBC Newsround: Lesson plans and resources around tackling racism

<http://www.bbc.co.uk/newsround/news/>

Rewind: materials and discussions about race

http://www.rewind.org.uk/resources_for_schools



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GFPS Alleged Bullying Incident Log

Alleged victim/s name/s:		Alleged perpetrator/s name/s:	
Age/Year Group:		Age/Year Group:	
Gender:		Gender: Male	
Reported by:		Date:	
Investigation by:		Date:	
Account of individual(s) alleged to be experiencing bullying behaviour: (use separate sheet if required)			
Questions: How long has it been going on? How many times has the alleged bullying occurred? Was there intent? Was there an imbalance in power? Is the person targeted in some form of distress? IF YES TO MANY OF THESE, IT IS LIKELY THAT BULLYING HAS HAPPENED.			
Looked After Child? Yes / No		Ethnicity:	
Account of individual(s) alleged to be engaging in bullying behaviour: (use separate sheet if required)			
Looked After Child? Yes / No		Ethnicity:	
Action: (use separate sheet if required)			
Was alleged bullying confirmed?	Yes (See Q's above)	No (See Q's above)	Insufficient evidence to decide
If "Yes", which (if any) protected characteristics or risk factors were involved?	Age/Disability/Transgender/Gender Reassignment/Marriage & civil partnership/Pregnancy /Race/Religion/Sex (gender)/Sexual orientation. Additional Risk Factors: Appearance/personal hygiene/Cyberbullying/Gifted/Talented/LAC/Poverty & deprivation/SEN/Welsh language/Young carer/Friendship group or relationships.		
Was the matter resolved?	Yes / No		
Further details:			
Future action : (if appropriate)			