Church School

Anti-Bullying Policy

Ysgol Pant Pastynog

2026-27

Adopted by the Body – **30 September 2026**

Signed - M Pierce Chair of Governors

Date of Policy : **September 2026**

Name of staff with specific responsibility – Meirion Edwards (Head)

The school's Welfare Officer – Miss Elin Jones

The name of the Governor with specific responsibility – Mrs Meryl Pierce

GUIDANCE AGAINST BULLYING

As part of the pupils' moral and social development programme, dealing with this issue is integral. The way in which the pupils work together is a matter that should be considered from the first day of their time at primary school. The foundations are laid in the child's social development program in the Foundation Phase and this aspect is developed at every possible opportunity in Key Stages 2. Raising a child's awareness of the dangers of bullying is something that arises in the Religious Education lessons, cross-curricular class activities, in Morning Services and also within the Curriculum itself.

Every opportunity is taken to define what we mean by bullying, giving the pupils plenty of opportunities to discuss, to play a role and to realize what the possible consequences are.

Main Principles and Values

"The main principles are found in the United Nations Convention on the Rights of the Child. The values and beliefs that underpin the policy can be considered in the context of the statements below:

- *All forms of bullying are unacceptable, regardless of how it is carried out or what excuses are offered to justify the behavior;*
- *Every child/young person deserves to receive their education without insult, oppression or abuse. Every individual who is part of this school has a responsibility to act to look after each other;*
- *The school recognizes the adverse effect on pupils who suffer bullying and will work hard to reduce the risk;*
- *The school recognizes that steps must be taken to deal with sexual, racial and homophonic bullying or any other bullying based on difference;*
- *Victims of bullying will be treated in a supportive manner and it must be ensured that care is offered after being bullied;*
- *This policy will apply to all pupils, whether they are on the school's register on a permanent or temporary basis.*

What is bullying?

Bullying is a deliberate tormenting or an aggressive act that causes pain to another person. It can be caused by an individual child or a group. The pain can be physical or psychological.

It is important to educate the children about the different types of bullying:

(a) Physical bullying

(b) Emotional bullying - threatening, scaring, calling names, humiliating, belittling, ignoring, forcing to give etc.

Working Together: Sharing the Responsibility

There are practical steps for parents, pupils, governors, teachers and support staff to follow, as set out below:

Parents must:
o Contact the school if you are aware of or suspect that bullying is taking place;
o Encourage your children NOT to behave aggressively towards each other;
o Support the school if further steps are taken.

Pupils must:
o Tell someone and trust the staff to act on their behalf;
o Be aware of the rewards and punishments used in the school;
o Not standing to one side and doing nothing or laughing when bullying is happening;
o Always try to be helpful and kind towards other people;
o Receive punishment if they are found to be bullying.

Governors must:
o Know about and understand the policy;
o Support the staff in implementing the policy;
o Perform an active role in reviewing and maintaining the policy.

Teachers and support/supplementary staff must:
o Be prepared to make time and create opportunities to listen to children and take them seriously' e.g. Circle Time;
o Keep an eye out for possible bullying behavior and be aware of any main bullying spots;
o Include teaching about positive behavior in every aspect of the curriculum;
o Implement the whole school policy in terms of rewards and punishments;
o Ensure that the reporting arrangements for bullying incidents are clear;
o Encourage and promote the desire in children to care for each other
o Set a good example for the children by respecting children and adults ensuring that there is an ethos in the school where collaboration and caring are important
o Discuss cases of bullying with the person being bullied and the person who has been accused of bullying in order to get a clear picture of the situation and hear both perspectives
o Develop a child's self-confidence if he/she is likely to be bullied
o Develop the self-confidence of a child who also bullies and teach him to collaborate with others - praise from adults for suitable behavior from children like this is important
o Cooperation with the parents

Signs of bullying
1. A child becomes introverted.
2. A child changes character.
3. Traces of physical abuse.
4. Reluctance to come to school.
5. Reluctance to go out to play.
6. Deteriorating quality of work.

Assurance for the one who is being bullied

1. The readiness of a member of staff to listen to a complaint.
2. Assurance of confidentiality: e.g. seeing a teacher at playtime, asking a parent to call the school, passing a written note to a member of staff etc.
3. Act in collaboration with the child.
4. Monitor the results over a period of time.
5. Allow others to bring the matter before a member of staff.

Dealing with the bully

1. Give him/her a fair chance to say his/her part.
2. Explain the possible consequences and the penalty.
3. Give him/her a punishment according to the school's guidelines. **See the school's 'Discipline Policy'**
4. Emphasize that he/she only has one offer before setting up a response mechanism to bullying to work.

The procedure for complaints

1. All complaints must be directed to the class teacher or the Headteacher.

2. All complaints are recorded and a record is kept of the discussion with the children and/or parents.

3. All possible support will be given to everyone involved in the situation.

4. When there is proof and sufficient evidence of bullying, the parents of the bully are contacted and their support sought.

5. Any serious issue that causes concern is discussed with the School Social Worker, the county Psychologist and the Chair of Governors / Governors.

6. If the bullying is still going on then consideration will be given to implementing pupil expulsion guidelines in accordance with Denbighshire County Council Guidelines e.g. ban – short term, indefinite or permanent. Only the headteacher and the governors may do this. Constant bullying, fighting, racist behaviour and serious disrespect towards pupils and/or teachers are examples of behaviour that leads to exclusion.

This policy was discussed and agreed upon with the School Council (Sam Committee Members) and at a staff meeting.

BULLYING

WE DO NOT ACCEPT ANY KIND OF BULLYING AT PANT PASTYNOG SCHOOL!

Pupils

What is BULLYING?

- A bully is an individual who makes life difficult for others by deliberately picking on them for no reason
- Bullying does not happen just once but many times
- It can be hitting, kicking, pulling hair and other things that hurt the body
- It may be making up stories, calling names or threatening which hurts you inside and makes you afraid. Bullying is nasty.
- Saying nasty things based on race, gender or disability.

What can you do?

1. You are to tell any member of the school's Staff straight away.
2. Don't be afraid to be different. Everyone in our school is special.
3. Try not to take notice of people calling you names - tell a member of staff.
4. Don't show you're afraid.
5. If someone picks on you shout loudly to draw everyone's attention to the situation - YOU MUST SAY.
6. Never side with a bully - stand firmly by the side of the one being bullied.
7. If you know that someone else is being bullied tell a member of Staff.
8. There is an opportunity for you to share your feelings during Cylch gwir/Cylch gwir - remember to do so.
9. The Staff will share any issue of bullying with the parents of the bully and with the parents of the child who has been bullied.

STAFF

1. We do not accept bullying in any form and it is important that everyone in the school works together to make sure this does not happen.
2. We discuss bullying in the classroom, during school assemblies and also during Circle Time.
3. We want to try to encourage the children to help those who bully to become part of the group and understand how cruel they have been.
4. If bullying is happening then you must talk to the bully and the victim.
5. We discuss solutions or punishment with the children and her parents.

IT IS IMPORTANT THAT WE ARE OPEN AND DISCUSS OUR FEELINGS

Signed - _____ (Chair of the Sam Committee)

Date - _____