



# Policy: Anti-Bullying

Pontygwaith Primary School

## Policy: Anti-Bullying

**Date Implemented:** October 2025

**Review Date:** October 2026

Signed	Date

Headteacher Rhian Scott		
Chair of Governors Mark Adams		

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Our vision at Pontygwaith Primary School is to have high standards of teaching and learning which challenge our pupils to achieve. Our anti-bullying policy supports this ideal by:

- Promoting respect and tolerance for each other and the school.
- Helping pupils towards an understanding of what is right and what is wrong
- Supporting everyone in forming good relationships with adults and peers.

We believe that pupils should be fully involved in the writing, implementation, monitoring and review of our anti-bullying policy. We believe in tackling incidents of bullying by encouraging an environment where individuality is celebrated and individuals can develop without fear. This involves including and engaging everyone's perception of bullying.

## **Definition of Terms**

### **What is Bullying?**

Pontygwaith Primary School has adopted the following definition of bullying:

Bullying can be defined as an abuse of power by one or more people through repeated hurtful or aggressive behaviour with the intention to cause emotional or physical harm to another person.

Bullying is the use of aggression with the intention of hurting another person.

Bullying results in pain and distress to a victim. It is usually conscious and willful and commonly consists of repeated acts of aggression and/or manipulation. It can take a number of forms both physical and non-physical, either in combination or in isolation.

### **Bullying can be:**

**Emotional** - e.g. being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), being bossy, hurting people's feelings, being nasty or mean.

**Physical** – e.g. pushing, kicking, hitting, punching or any use of violence

**Racist** – e.g. racial taunts, graffiti, gestures.

**Sexual** – e.g. unwanted physical contact or sexually abusive comments.

**Homophobic** – e.g. associated with or focused on the issue of sexuality.

**Verbal** – e.g. name-calling, sarcasm, spreading rumours, teasing, being cheeky

**Cyber Bullying** – e.g. sending inappropriate text messages/images via telephones or websites, social network sites and instant messaging services.

School is aware that it is a possibility that the bully may be an adult and will follow Child Protection procedures where this is the case.

### **Aims and Objectives.**

The aim of our anti-bullying policy is to:

- Clarify to pupils and staff what bullying is and that it is always unacceptable and explain to staff, pupils and the school community why bullying and harassment occur and their impact on individuals and the school as a whole.
- Provide a secure, stimulating, positive and mutually respectful and inclusive environment for learning.

School also intends:

- To involve the School Council in any planning, discussion and dissemination of any work related to anti-bullying.
- To have in place an anti-bullying support system, which all staff and pupils understand and apply the system consistently.
- To regularly review the policy with the full involvement of the staff, pupils, parents/carers and the wider school community.

## **Practice and Procedures**

### **What do we do to prevent bullying?**

Everyone involved in the life of the school must take responsibility for promoting a common anti-bullying approach by being supportive of each other, providing positive role models and conveying a clear understanding that we disapprove of unacceptable behaviour (but not the pupil) and by being clear across the school that we follow school rules. All members of the school community are expected to report incidents of bullying.

Staff have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of well-being at school. They have the closest knowledge of the children in their care and should build up a relationship involving mutual support, trust and respect.

#### 1) **Staff** will:

- Behave in a respectful and caring manner to pupils and colleagues, to set a good tone and help create a positive atmosphere.
- Provide children with a good role model.
- Raise awareness of bullying through stories, role-play, discussion, check-in time/circle time, school council, PSE etc.
- Through the Head Teacher, keep the Governing body well informed regarding issues concerning behaviour management.
- Provide a key member of staff who is responsible for the monitoring of the policy.

#### 2) **Parents/Carers**:

We expect that the parents/carers will understand and be engaged in everything that is being done to make sure their child enjoys and feels safe in school:

Support us in helping meet our aims.

Feel confident that everything is being done to make sure their child is happy and safe at school.

Be informed about and fully involved in any aspect of their child's behaviour.

Be informed about who can be contacted if they have concerns about bullying.

#### 3) **Governors**:

We expect that Governors will:

Support the Head Teacher and the staff in the implementation of this policy.

Be fully informed on matters concerning anti-bullying.

Monitor regularly incident reports and actions taken to be aware of the effectiveness of this policy.

#### **4) Pupils:**

We expect that pupils will:

Support the Head Teacher and staff in the implementation of this policy. This might involve contributing to agreed approaches designed to reduce bullying or better deal with incidents that arise (e.g. via school council, check-in / circle time etc.)

Be involved in monitoring and review of the policy.

Feel confident that everything is being done to make a safe and secure environment for them to achieve and learn.

Feel supported in reporting incidents of bullying.

Be reassured that action regarding bullying will take place.

### **Reacting to a specific incident:**

#### **Recording**

All incidents in or out of class should be recorded. Incidents clearly identified as bullying must be reported to a senior member of staff (H/T or DH/T). Parents (of both bully and person bullied) will be informed of what has happened and how it has been dealt with. Records of discussions will be filed and minuted by the FEO.

#### **Dealing with an incident**

Whenever a bullying incident is discovered, school will go through a number of pre-arranged steps. The exact nature of each step will depend in part on the nature of the incident and those involved.

1. The school community needs to be aware that when a bullying incident has come to the attention of adults in the school it has been taken seriously and action has resulted.

2. School expects to support all involved by:

Talking through the incident with bully and person bullied

Helping the bully and victim to express their feelings

Talking about which rule(s) have been broken

Discussing strategies for making amends.

3. Nevertheless, sanctions may include:

Time away from an activity within the classroom

Time out from the classroom

Missing break or another activity

Formal letter home from the Head Teacher expressing concerns, where the pattern of behaviour continues.

Meeting with parent, staff and child

Pastoral support plan

Fixed term exclusion

Permanent exclusion

4. Parents (of both bully and person bullied) are informed of what has happened, and how it has been dealt with.

Records of these discussions are to be minuted by FEO and filed. Following face-to-face discussion, parents/carers will be informed of any incidents by letter/messaging service.

5. Child Protection should always be followed when concerns arise.

### **Monitoring**

Trends and strategies are analysed for inclusion in the Head's reports to Governors. Careful monitoring and analysis provides us with a regular opportunity to link monitoring to action planning for the following school year.