



Anti Bullying Policy

Date Policy formally approved by Governing Body: 19.6.13

Date Policy becomes effective: 19.6.13

Review Date(s): January 2015 with Behaviour policy
January 2018
12th May 2021
Next review date Summer 2027

Person(s) responsible for implementation: Headteacher

Signed (Headteacher) Aaron Perrin Headteacher 30.06.2025

Signed (Chair of Governing Body) Barbara Lloyd 30.06.2025

To be read in conjunction with school behaviour policy

Hafod Y Wern School Anti-Bullying Policy

Consultation:

- This anti bullying policy was written by Amy Hughes, Anwen Donoher.
- The children were represented by the 2 pupils from each class. An informal discussion took place between children and staff on the subject of anti-bullying.
- The Policy was reviewed in 2025 by the Key Stage 2 Leader and members of the School council.

Definition of Bullying:

- Bullying, by the person/people doing the bullying is an act of deliberate hurtful behaviour, repeated over time, where it is difficult for those being bullied to defend themselves. Bullying results in pain and distress to the targeted person.
- Our firm belief is that bullying from child to child, from adult to child or adult to adult is seriously unacceptable behaviour (see bullying at work policy).

Ability to Identify Behaviour as Bullying:

Bullying can be:

- Indirect - being unfriendly, excluding, spreading rumours.
- Physical – pushing, kicking, hitting, taking, or damaging belongings.
- Verbal – name calling, teasing, insulting, making offensive remarks, gossiping, threatening someone
- Cyber – sending threatening or abusive messages, trolling, shaming someone online, excluding others from online games, activities, or friendship groups
- Prejudice based on race, culture, gender, religion, additional learning needs, disability, sexual orientation, homophobia, transphobia, Biphobia or long-term health conditions.

Strategies for the School:

- The anti bullying policy is in place throughout the school.
- All members of staff are aware of the policy and will implement it in the school environment.
- The curriculum will address issues relating to bullying in circle times, health and wellbeing lessons, classroom rules and learning environment, literacy stories, healthy school team input, anti-bullying week and school values.
- Children will be made aware of the support available to them and the disciplinary procedures that will be implemented.
- Through whole school assemblies and the use of outside agencies, the message of anti-bullying will be reinforced.
- Records of bullying instances will be kept on MyConcern.
- A worry box to be placed in each class where pupils can write down any concerns they have for their class teacher to read. Every worry box to be checked daily in class.

Strategies for Parents/Guardians:

- Parents/Guardians have a responsibility to support the anti bullying policy and to actively encourage their child to be a positive member of the school as nowhere in this school will we tolerate intimidating or abusive behaviour.
- Parents/Guardians who are concerned that their child might be being bullied or suspect that their child may be the perpetrator of bullying should contact their child's class teacher immediately.
- The class teacher will investigate all instances reported and will ensure a record has been kept.
- Where instances of bullying are founded, SLT will be informed and will talk to the pupils involved and mediate.
- Parents/Guardians will be asked to come in for a meeting to discuss the problem.

Strategies for Pupils:

- Through the delivery of age-appropriate curriculum, the definition of bullying and the message of anti bullying will be addressed.
- Pupils have the opportunity to voice their concerns through circle times, PASS, nurture groups and mentoring groups, health and wellbeing lessons, accessing a class 'worry box'.
- If the child believes that they are a victim of bullying, they should speak to a trusted adult/ buddies within the school.
- The adult will ensure that the class teacher is informed.
- The class teacher will investigate all instances reported and will ensure a record has been kept.
- Where instances of bullying are founded, SLT will be informed and will talk to the pupils involved and mediate.

Procedures:

- All instances of bullying should be reported to the class teacher who is the first port of call.
- The class teacher will investigate all instances reported and will ensure a record has been kept on MyConcern.
- Instances of bad behaviour will be recorded and monitored by SLT.
- Bullying incidents will be reported to governors termly.
- LA will be notified for prejudice based incidents.
- Where instances of bullying are confirmed, SLT will need to be informed and will talk to the pupils involved and mediate.
- Parents will also need to be informed and outside agencies will be consulted if necessary for either party involved.
- Support will be offered to both parties involved and appropriate measures taken to resolve the situation.
- The teacher will give reassurance and ongoing support to promote the child's self esteem.
- If necessary and appropriate, the police will be consulted.