



Anti-Bullying Policy

This school uses the definition provided by Welsh Government - [Rights, respect, equality](#) statutory guidance for governing bodies of maintained schools (2019)

Bullying is:

“Behaviour by an individual or group, usually repeated over time, that intentionally hurts others either physically or emotionally.

At Ton Yr Ywen we want our children to be ‘Happy Together, learning for Life’ and are dedicated to helping every child to flourish and achieve all-round success.

We aim to achieve our Vision by:

- Creating a school where everyone is safe, happy and healthy and where everyone strives to live by our 6 core values (responsibility, respect, courage, honesty, kindness and cooperation).
- Creating a welcoming atmosphere where everyone is included and valued and where differences are celebrated.
- Creating a curriculum which inspires children to become confident and capable learners who are proud of their achievements.
- Nurturing a lifelong love of learning through exciting learning experiences and high quality teaching.
- Encouraging children to make positive and creative contributions to society.
- Working in close partnership with parents and the wider community to promote children's learning and well-being.

Objectives of the school. This policy aims to:

- Ensure all stakeholders understand what bullying is and how to recognise it.
- Reduce the frequency of bullying incidents, including for pupils with protected characteristics.
- Have clear procedures for reporting bullying that should be followed and understood.
- Make school a safer and more enjoyable place.

How is bullying expressed?

Bullying commonly:

- involves aggression (deliberate, either verbal or physical)
- involves unequal power relationships
- results in pain and distress (physical, mental or emotional)
- is persistent

Physical – kicking, tripping someone up or shoving them, injuring someone, damaging their belongings or gestures of intimidation

Verbal – taunts and name-calling, insults, threats, humiliation or intimidation

Emotional – behaviour intended to isolate, hurt or humiliate someone

Indirect – underhand actions carried out behind the target's back or rumour-spreading

Online – using any form of technological means, mobile phones, social networks, gaming, chat rooms, forums or apps to bully via text, messaging, images or video

Relational aggression – bullying that tries to harm the target's relationships or social status: drawing their friends away, exploiting a person's additional learning needs (ALN) or long-term illness, targeting their family's social status, isolating or humiliating someone or deliberately getting someone into trouble.

Sexual – unwanted touching, threats, suggestions, comments and jokes or innuendo.

Prejudice-related – bullying of a learner or a group of learners because of prejudice. This could be linked to stereotypes or presumptions about identity. Prejudice-related bullying includes the protected characteristics. Prejudice can and does also extend beyond the protected characteristics and can lead to bullying for a variety of other reasons such as social status and background.

Children and young people who engage in bullying can have a range of motivations. They may have prejudices against certain groups in wider society.

Perpetrators' motivations may also include a desire:

- for power, pride and popularity
- to belong to a strong in-group with a robust sense of identity and self-esteem
- to avoid being a target of bullying themselves
- to compensate for humiliations, which they themselves have suffered in the past.

At Ton Yr Ywen we believe it is important to consider motivations when working with children and young people who bully others. This helps us to understand and identify the root cause of the unacceptable behaviour, as well as help to change it, preventing further bullying from happening.

Raising Awareness

We are fortunate that within our school community, we have children who are considerate and will seek help for another child who is distressed. However, as a school, we are careful to not be complacent and we raise awareness of the antisocial nature of bullying through our school assemblies, the School Senedd and embedded within our curriculum.

Bullying behaviour may sometimes reflect attitudes held in society or expressed in the media. Where appropriate there may be a need to challenge these attitudes with the wider school community through our curriculum.

Possible Signs of Bullying

Young people may not always show signs of being bullied. However, it is crucial that we look out for signs of bullying in order to prevent and support. It is important to note that some of these signs may NOT always be linked to bullying

- Changes in behaviour, character or personality– Not complying or following instructions. Becoming shy, nervous, quiet or withdrawn.
- Feigning illness.
- More attached to adults.
- Schoolwork may deteriorate.
- Lack of concentration or not wanting to go to school.
- Socially distant.

If your child is experiencing any form of cyberbullying at home:

- Ensure your child is careful who they give their mobile phone number and email address to. Discourage the sharing of any images.
- Take screenshots of whole conversation threads.
- Keep video files from social media posts.
- Block users who have made malicious communications.
- Where necessary, report to the police.

Procedures and consequences

If bullying occurs we will implement the following procedures, as appropriate, in line with the Welsh Government guidance series '[Rights, respect, equality](#)' We will take all incidents seriously and record their occurrence.

We will:

- Investigate the incident / establish facts by independently talking to all involved.
- Use appropriate Restorative intervention techniques to manage difficulties between perpetrators & targets; encourage reconciliation where this is possible/ feasible.
- Where bullying behaviour has been established, implement agreed sanctions consistently and fairly as necessary to prevent further incidents.
- Involve parents as early as possible where appropriate.
- Keep accurate, factual records of all reported incidents and the school's response.
- Always follow-up incidents after they have been dealt with and review outcomes to ensure bullying behaviour has ceased.
- Provide on-going support for those involved where necessary; Welsh Government leaflets are available for children, young people and parents/carers.

The school will offer a Restorative Approach and look to repair harm. It may also, depending on the type of incident, use sanctions, these may include:

- Withdrawing privileges/free time.
- Preventing access to parts of school.
- Short or long term exclusion or lunchtime exclusion.
- Involving parents when necessary.
- Involving appropriate outside agencies.
- Including details on the perpetrator's school record.

The strategic role of the Headteacher

- It is the responsibility of the Headteacher to implement the school Anti-Bullying Policy and to ensure that staff are aware of the policy and how to deal with incidents.
- The Headteacher ensures that all staff receive sufficient training to be equipped to deal with incidents of bullying.
- The Headteacher reports to the Governing Body on the effectiveness of the policy on request.
- The Headteacher ensures that all pupils know that bullying is wrong and that it is unacceptable behaviour.
- The Headteacher will use assemblies as a forum to promote positive behaviour and discuss the nature of bullying and how to address it.
- The Headteacher works with staff to set the School climate of mutual support and praise for success, making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The strategic role of the Governors

- The Governing Body supports the Headteacher in the implementation of this policy. Governors do all that they can to eliminate bullying from our School and to ensure that incidents of bullying are taken seriously and dealt with appropriately.

Staff will:

- Be vigilant to suspected incidents of bullying.
- Take all forms of bullying seriously and intervene to prevent incidents taking place.
- Use 'My concern' (LA online recording system) to record incidents and behaviours.
- Actively teach strategies for dealing with bullying.
- Raise awareness of the types of bullying during PSE sessions.
- Talk to children about how to report and prevent bullying.
- Investigate all instances of bullying reported.
- Counsel and support the victims of bullying.
- Spend time with the child who has bullied, discussing the negative behaviour and how to change that behaviour in the future.
- Consistently Adhere to the: [TYY Relationships and Wellbeing Policy](#), the TYY E-Safety Policy and the TYY Anti-Racist Policy
- Inform the Headteacher or a senior member of staff and seek advice of the next step, If a child continues to present with behaviours that constitute 'bullying'
- Attend a meeting with parents to discuss the way forward

Children should:

- Report any incidents of negative behaviour and bullying that you observe or are aware of. This should be immediate when a pupil is being physically attacked.
- Look out for friends and peers who are standing alone and possibly presenting as being distressed. Offer support.
- Tell a member of staff rather than getting involved in an incident.
- Use strategies taught in PSE sessions for dealing with bullies.
- Talk to someone if you feel isolated or vulnerable

Parents should:

- Support the school's Anti Bullying Policy and actively encourage your child to be a positive member of the School.
- Listen carefully to what your child is telling you, in order to give them the best support.
- Discourage revenge or retaliation.
- Inform the school immediately, giving as much information as possible.
- Make an appointment with the class teacher initially. We want to ensure that we work together to resolve the situation.

- Work together with the school - we encourage parents to approach the school with concerns rather than approaching individual families. It is never acceptable for a parent to address another pupil directly about a concern.
- Report each incident to the school. Record what has been said and/or done and any impact the actions have had.
- If you are not satisfied with the class teacher's response or require further advice and support contact a member of SLT.

Encouraging reporting if Bullying occurs:

It is important that we create an atmosphere in our school where anyone who is being bullied, or others who know about it, feel that they will be listened to, and that action taken will be swift and sensitive to their needs. Disclosure (telling an adult) can be direct and open or indirect and anonymous. Everyone must realise that not telling means that bullying is likely to continue.

Our whole school approach to responding to bullying incidents includes:

- Pupils and parents/carers can be assured that their concerns will be responded to with sensitivity.
- All reports will be taken seriously and investigated.
- Confidentiality for anyone who shares information will be respected.

Support for staff who are bullied

Bullying of staff, whether by pupils, parents, or colleagues, is unacceptable. The school will seek to comply with advice from the Welsh Government for headteachers and school staff on how to protect themselves from cyberbullying and how to tackle it if it happens.

Keeping records of bullying incidents

Bullying incidents that are recorded on MyConcern will also be recorded on a separate Incident recording form. Data is analysed termly, and subsequent resources and advice will be targeted accordingly.

Review, Monitoring and Evaluation

The final details of this policy have been drawn up in consultation with pupils, parents, staff and members of the school community. It will be discussed, reviewed, and revised annually. This policy and accompanying procedures will be monitored and the effectiveness will be evaluated in the light of:

- Numbers of pupils being bullied.
- Pupil's willingness to report incidents.
- Staff vigilance and response to bullying behaviour.
- numbers of pupils and parents feeling secure about the school's response to bullying.

Relevant aspects of the policy are communicated to parents when discussing incidents where the policy applies.

The policy applies equally to all those in the School Community regardless of gender, ethnicity, social circumstances and prior attainment.

The Designated Person(s) for Anti-bullying is:	Head Teacher	Deputy Head Teacher
The Senior Members of Staff with responsibility for this policy area are:	Lucy Jackson	Lizzie Molloy-Evans
Governor/s with oversight of this policy is:	James Aubrey / Rebecca Chamberlain	
Agreed by the Governing Body and Headteacher	Date: 26.03.25	
To be reviewed	Date: Spring 2028	