

Ysgol Hendrefelin



Anti-Bullying Policy

MONITORING AND EVALUATION OF POLICY

Policy Type:	School
Review Cycle:	Annually
Last Review Date:	April 2025

ANTI-BULLYING POLICY

“The right to be left alone is the most comprehensive of rights and the right most valued by civilised people” (anon)

Ysgol Hendrefelin does not tolerate bullying in any form. All members of the Ysgol Hendrefelin school community are committed to ensuring a safe and caring environment that promotes personal growth and positive self-esteem for all.

WHAT IS BULLYING? – A DEFINITION

There are many definitions of bullying, but most have three things in common:

- It is deliberate hurtful behaviour
- It is repeated over a period of time
- It is difficult for those being bullied to defend themselves
- Bullying can take many forms but five main types are:
 - Physical- hitting, kicking, pushing or any use of violence
 - Verbal- name calling, insults, spreading rumours, teasing, etc
 - Emotional - hiding possessions, threatening gestures, excluding from friendship groups/ activities, etc
 - Racist - racial taunts, graffiti, gestures, etc
 - Sexual- unwanted physical contact, abusive comments, exploitation, etc

A useful definition to be used with children is adapted from Olweus (1991):

“A pupil is being bullied when another pupil or group of pupils say nasty things to him or her. It is also bullying when a pupil is hit, kicked or threatened, locked inside a room, sent nasty note, when no-one talks to them and things like that. These things can happen frequently and it is difficult for the pupil being bullied to defend themselves. It is also bullying when a pupil is teased repeatedly in a nasty way.”

SIGNS AND SYMPTOMS (from stop Bullying! KIDSCAPE)

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware that these are possible signs that they should investigate if a child:

- Is frightened of travelling to or from school
- Is unwilling to go to school
- Begins to do poorly in school work
- Becomes withdrawn, starts stammering, etc
- Regularly has books, clothes damaged
- Becomes distressed, stops eating

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- Has injuries which are often difficult to explain
- Has difficulty sleeping or concentrating
- Cries easily
- Becomes disruptive or aggressive
- Has possessions that “go missing”
- Has dinner or other monies continually “lost”
- Starts stealing money
- Is frightened to say what’s wrong
- Attempts self harm or runs away
- Has nightmares

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

WHAT DO WE WANT? – OUR AIMS

At Ysgol Hendrefelin we are committed to providing a caring, friendly and safe environment for all of our pupils and staff so they can work and learn in a relaxed and secure atmosphere. **Bullying of any kind is unacceptable at our school.** If bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school – **anyone** who knows that bullying is happening is expected to tell someone who can help.

Tackling bullying at Ysgol Hendrefelin matters because:

- Bullying makes people unhappy
- Pupils who are being bullied are unlikely to concentrate fully on their school work
- Some pupils avoid being bullied by not going to school
- Pupils avoid being bullied by not going to school
- Pupils who observe unchallenged bullying behaviour may copy this anti-social behaviour
- Schools which do take actions against bullying build a reputation as an effective, caring school

We aim:

- To emphasise to all members of the Ysgol Hendrefelin school community that bullying will not be tolerated
- To increase knowledge and awareness of staff and students about bullying in and out of school
- To maximise involvement of **all** staff and other agencies, where appropriate, in the prevention of bullying
- To maximise support for victims and help for bullies from staff and other, uninvolved students
- To ensure that we create a secure and safe environment for the pupils in our care, so that parents/carers may send their children to Ysgol Hendrefelin in the confident knowledge that we will do all that we can to protect them from bullying.

WHAT DO WE DO? – PROCEDURES AND OUTCOMES

Ysgol Hendrefelin will not allow cases of bullying to go unreported but will speak up.

A) this requires staff to:

- Be role models in word and action at all times
- Be observant of signs of distress of suspected incidents of bullying
- Make efforts to remove opportunities for bullying by active patrolling during duties
- Arrive at class on time and move promptly between lessons
- Report suspected incidents to the appropriate staff members and record same

B) This requires pupils to:

- Refuse to be involved in any bullying situations. If you are present when bullying occurs:
 - 1) if appropriate, take some form of preventative action
 - 2) report incident

If pupils who are being bullied have the courage to speak out, they may help to reduce pain for themselves and other potential victims.

C) the school recommends that parents/carers:

- Watch for signs of distress in their child (see Signs & Symptoms)
- Inform the school or advise your child to do so if bullying is suspected
- Keep a written record (who, what, when, where, why, how)
- Encourage your child not to retaliate

Parents/Carers will be informed (in serious cases) and will be asked to come to a meeting to discuss the problem.

- The bullying behaviour and threats of bullying must stop immediately.
- Attempts will be made to help the bully (bullies) change their behaviour.
- The bully will offer an apology and other appropriate consequences may take place.
- Future behaviour will be monitored.
- In serious cases, a period of exclusion may be considered.
- Wherever possible, the pupils will be reconciled.

When staff, pupils, and parent/carers work together, we create a safe and caring environment at Ysgol Hendrefelin.

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Policy Review Record:

Policy Review		Signature	Signature
Date approved by Governors	09/04/2019	<i>Mr R. Blank</i> (Chair of Governors)	<i>Mr L. Lewis</i> (Headteacher)
Date Reviewed	19/07/2022	<i>Mr R. Blank</i> (Chair of Governors)	<i>Mr L. Lewis</i> (Headteacher)
Date Reviewed	27/02/2024	<i>Mr R. Blank</i> (Chair of Governors)	<i>Mr L. Lewis</i> (Headteacher)
Date Reviewed	08/04/2025	<i>Mr R. Blank</i> (Chair of Governors)	<i>Mr L. Lewis</i> (Headteacher)

