



THE SAINTS FEDERATION

Anti-Bullying Policy

Document Control

Organisation	The Saints’ Federation All Saints C/W Primary School St. David’s CiW Primary School St. Mellons CiW Primary School
Title	Anti-Bullying Policy
Author	Schools
Owner	Executive Headteacher and The Governing Body
Protective Marking	NOT PROTECTIVELY MARKED
Review date	Every three years or sooner if needed

Revision Date	Revision	Previous Version	Description of Revision
March 2024	Created	N/A	Policy created
May 2026	Name changes and addition of St. Mellons		Name changes and addition of St. Mellons Adopted by the Saints’ Federation Governing Body

Signed by Chair of Governors on behalf of the Governing Body

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Signed by the Executive Headteacher:

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Date approved: (by full Governing Body)

Date of review:

The United Nations Convention on the Rights of the Child (CRC) is at the heart of our school’s planning, policies, practice and ethos. As a rights respecting school we not only teach about children’s rights but also model rights and respect in all relationships. This policy is linked to:

Article 3: Everyone who works with children should always do what’s best for each child

Anti-Bullying Policy

Introduction

At The Saints' Federation staff, parents and children work together to create a safe and supportive Christian school family which prepares children for their role in God's world.

Bullying of any kind is unacceptable at our school. This includes 'cyber-bullying'.

Any child who knows that bullying is happening is expected to inform staff. Adults are expected to inform the school's Senior Leadership Team (SLT).

This policy follows guidance set out in 'Respecting Others' (Welsh Assembly Government, 2003) and 'Tackling Bullying in Schools: A Survey of Effective Practice' (Estyn, 2006).

Aims

- To reduce incidents of bullying by involving the whole school community
- To deal with bullying when it occurs
- To ensure children are listened to and their concerns taken seriously
- To provide support to the victim and the bully

What is bullying?

Bullying can be described as deliberately hurtful, aggressive or insulting behaviour by an individual or a group, often repeated over a period of time, done with the intention of hurting another person. Bullying results in pain and distress to the victim who finds it difficult to stop this happening and is worried that it will happen again. Bullying is done to give a feeling of power, status or other gratification to the bully. An imbalance of power leaves the victim feeling defenceless.

Bullying can be physical, verbal or indirect (spreading nasty stories, exclusion from social groups, being made the subject of malicious rumours, sending malicious text messages, emails or comments on social media).

At The Saints' Federation we recognise bullying:

- Consists of deliberately hurtful or harmful behaviour (including aggression)
- Occurs repeatedly over a period of time (whilst recognising that even a one-off incident can leave a pupil traumatised and nervous of future recurrence)
- Makes it difficult for those being bullied to defend themselves

We acknowledge that bullying could take place between staff and pupils, between members of staff, between management and staff and between parents and staff.

Bullying can occur in 3 main ways:

- physical - hitting, kicking, taking belongings, sexual harassment or aggression

- verbal - name calling, insulting, making offensive remarks
- indirect - spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, sending malicious mobile phone or internet messages

We do not consider bullying to be: -

- An isolated incident
- A falling out
- A 'one off' disagreement

We see bullying as a shared problem. We aim to encourage all members of our school community to recognise bullying, acknowledge its unacceptability and report it.

Prevention

We are committed to:

- Focusing on what is going well
- Making clear that it is the behaviour that is undesirable – not the child
- Drawing attention to good behaviour and giving plenty of praise, including the use of 'Good to be Green'
- Giving clear and regular reminders of what is expected
- Teaching appropriate behaviour through assemblies, Circle Times (discussion time in small groups or whole class), Health and Well-being, whole class, group and individual discussions
- Providing opportunities for pupils to communicate their concerns via discussions with fellow pupils (including school council representatives)

How can bullying be identified?

By its nature, bullying tends to take place 'underground', out of sight and earshot of teaching and other school staff. However, there are possible signs of bullying that school staff should be aware of and to which they should respond with enquiry.

Some key signs may include:

- A reluctance to come to school/erratic attendance
- A marked deterioration in a pupil's performance
- A reluctance to go out to play or leave school at the normal time
- Unlikely excuses for possessions damaged or destroyed
- Pupils who 'lose' items or money
- Pupils who present as isolated in the playground, dining room, during games, etc.
- Pupils who display withdrawn, unforthcoming behaviour

Strategies for dealing with bullying

The following is a list of actions available to staff, depending on the perceived context and seriousness of the situation. Direct action should always remind pupils that bullying is unacceptable and will not be tolerated. The emphasis should always be on maintaining a caring, listening approach:

- Patient and empathetic discussions with the victim
- Patient discussions with the witness/witnesses, if appropriate.
- Patient discussions with bully/bullies, requesting the truth, whilst making it clear that bullying is not acceptable at The Saints' Federation.
- Making the bully/bullies aware that their actions are making others unhappy
- Follow the sanctions procedure outlined in the school's Positive Behaviour Policy
- Arrange separate meetings with parents of the bully and the victim
- Continue to monitor the situation through playtime and lunchtime observations and/or discussions with the victim
- Cooperative group work in class to explore issues
- Circle time
- Arranging a 'circle of support' by speaking to other pupils
- 'Buddying' by pupil volunteers
- School Council involvement
- Display contact details for relevant support agencies (Childline, Kidscape and NSPCC) in school

Official Procedures

- Take note of the definitions of bullying and deal with each incident on an individual basis
- Deal with all reported incidents of bullying immediately. Dealing with the incident quickly and sensitively sends the correct message to all involved, and prevents issues from becoming more complex
- Investigate the incident carefully by interviewing the alleged victim, the alleged bully / bullies and any bystanders, in the spirit of finding a solution to the problem for all concerned
- Take some short-term measures while the incident is being investigated. The victim and the bully may need to be separated, or a monitoring system may need to be put in place, but follow-up measures must be implemented to resolve the issues in the longer term
- Make factual notes and ensure these are placed on **My Concern**. Include the date and time of the incident, the names and year groups of the alleged victim(s) and perpetrator(s) along with details of the incident(s).
- Inform a member of the school's Senior Leadership Team as soon as possible via My Concern.
- Following guidance from the school's Senior Leadership Team, ensure that appropriate communication is maintained at all times between the school and all the parents involved.
- Strong sanctions, such as exclusion, may be necessary in cases of severe and persistent bullying. However, this will only be an option after every attempt has been made to determine accurately the causes of unacceptable behaviour and to provide suitable support for both the bully and the victim. In many cases bullies may themselves be victims of bullying

and every attempt should be made to discover the underlying reasons why children are bullying.

- For severe cases of bullying, particularly those involving sexual harassment or aggression, child protection may be an issue. The school's Child Protection Policy should be referred to in such cases.
- Follow-up after an incident should ensure the bullying has not started again. This should be done by a member of the Senior Leadership Team within two weeks whenever possible.
- Keep accurate records of incidents and the school's responses at all stages in the class or school pupil notes file and ensure a member of the Senior Leadership Team is informed.