

Sketty Primary School
Anti Bullying Policy

September 2025

Article 6: You should not be harmed and should be looked after and kept safe

Erthygl 6: Ni ddylech gael eich niweidio a dylech gael gofal a'ch cadw'n ddiogel.

1. Introduction and Aims

Our school is a place where every person has the right to be themselves and to be included in a safe and happy environment. Everyone at our school is equal and treats each other with respect and kindness.

Aims and purposes of this policy
Bullying of any kind is unacceptable and will not be tolerated at Sketty Primary school. At Sketty Primary school the safety, welfare and well- being of all pupils and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination.

We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our pupils to become responsible citizens and to prepare them for life in 21st Century Wales. These values reflect those that will be expected of our pupils by society when they enter secondary school and beyond in the world of work or further study. We are committed to improving our school's approach to tackling bullying and regularly monitor, review and assess the impact of our preventative measures.

2. What is bullying?

• It is deliberately hurtful behaviour

• It is repeated over a period of time

• It is difficult sometimes for those being bullied to defend themselves

There are many forms of bullying. Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards another individual or group.

The **STOP** acronym can be applied to define bullying – Several Times On Purpose.

At Sketty Primary School, we regularly identify these:

PHYSICAL – such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone.

ATTACKING PROPERTY – such as damaging, stealing or hiding someone's possessions.

VERBAL – such as name calling, spreading rumours about someone, using derogatory offensive language or threatening someone.

PSYCHOLOGICAL – such as deliberately excluding or ignoring people

CYBER – such as using text, email or other social media to write or say hurtful things about someone. name-calling, insulting & hurtful comments including sexual remarks.

Who does it?

Bullying can happen in any situation and at any stage of our lives. Bullying is about reducing the freedom of others; not respecting another person's rights or space. It isn't right.

Bullying is not only a school issue — it is a whole community issue. Bullying is unacceptable between anyone. It goes against what a school is really about - which is to care for and value people.

As a school we recognise bullying can, and does, happen. We don't like it. It is unnecessary, unfair and unkind. We encourage all our pupils to speak openly and honestly about any incidents that they feel involve bullying whether they are the victim or not.

We aim to follow up all reported incidents of bullying immediately when a complaint is made.

We investigate; we listen and enquire. We do it gently and carefully, working with people. Where proven we then seek to stop it.

Unfortunately, some investigations can take a long time. Verbal harassment can sometimes be difficult to deal with and some bullying can have a long history. All members of the school have a responsibility to recognise bullying and to take action when they are aware of it happening.

3. Procedures for Dealing with Incidents of Bullying

Pupils who are being bullied

If a pupil is being bullied they are encouraged to not retaliate but to tell someone they trust about it such as a friend, family member or trusted adult. They are also encouraged to report any bullying incidents in school;

- Report to a teacher – their class teacher, or any other member of staff
- Tell a playground buddy who in turn can help them tell a teacher or member of staff
- Tell any other adult in school – such as lunchtime supervisors, teaching assistants or school office staff
- Tell an adult at home
- Report anonymously
- Call Child line to speak with someone in confidence 0800 1111

Reporting - roles and responsibilities

STAFF

All school staff, both teaching and non- teaching (e.g. Midday supervisors, caretaker, office staff) have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's efforts to prevent bullying. If staff are aware of bullying, they should reassure the pupils involved and inform a relevant member of the pastoral team.

(SLT) SENIOR STAFF

The Senior Leadership Team and the Head Teacher have overall responsibility for ensuring that the anti bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and well being of all young people.

PARENTS AND CARERS

Parents and carers should look out for potential signs of bullying, such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents should encourage their child not to retaliate and support and encourage them to report the bullying. Parents and carers can report an incident of bullying to the school either in person, or by phoning or emailing the school office or a member of staff.

PUPILS

Pupils should not take part in any kind of bullying and should watch out for potential signs of bullying among their peers. They should never be bystanders to incidents of bullying. If pupils witness bullying they should support the victim, encourage them to report the bullying and, if possible, help them to tell a trusted adult.

Disciplinary Sanctions Where bullying occurs between pupils this is what we do:

• Reprimand/telling off - which may be recorded

• Withdrawal at social times - lunchtimes and breaktimes if necessary

• Contacting parents - an interview with parents may be necessary

• Exclusion from school - this may be necessary if bullying is repeated or if the first incident is particularly unpleasant

Maintaining an anti-bullying initiative

Even the most successful initiative loses its edge over time. It is important that the issue of maintaining a safe environment retains a high priority each year. Awareness raising exercises are carried out on a regular basis.

Links to appropriate guidance and services.

4. Guidance and services

Links to appropriate guidance and services.

Rights, respect, equality: guidance for parents and carers

Guidance to help parents and carers deal with bullying.

Rights, respect, equality: guidance for schools | GOV.WALES

Guidance to help schools deal with bullying.

Rights, respect, equality: guidance for local authorities | GOV.WALES

Guidance to help local authorities deal with bullying.

Rights, respect, equality: guide for young people | GOV.WALES

Guidance to help young people deal with bullying.

Bullying: guide for children | GOV.WALES

Guidance to help children deal with bullying.

Bullying: posters for children and young people | GOV.WALES

Posters to display in schools with advice on what to do and who you can tell if you are being bullied.

5. Monitoring and Evaluation

This policy will be reviewed annually by the Senior Leadership Team and Governing Body in consultation with the school community and updated in line with Welsh Government guidance and local needs.

Contact Information
For any questions or concerns regarding this policy, please contact:

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