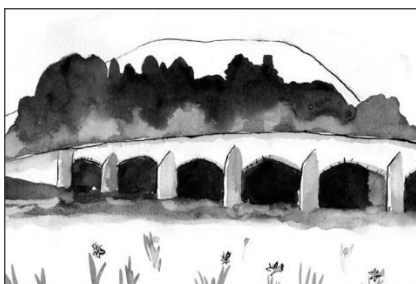


The Federation of Llanfoist Fawr and Llanvihangel Crucorney Primary Schools



Anti-Bullying Policy

Agreed October 2025 to be reviewed October 2026

Signed.....S Davies..... Headteacher

Signed.....M Davies..... Chair of Governors

Anti-Bullying Policy

Llanfoist Fawr and Llanvihangel Crucorney Primary Schools respects the rights of everyone. Children and adults work together to recognise and act upon the rights of the child within our schools, our local community and the wider world. We believe that by understanding their own rights, children learn to respect and value the rights of others. We will work together to promote a safe, inclusive and respectful environment to prevent bullying (including online). When bullying behaviours do occur, we will work with our school community to repair relationships and support all those affected.

At Llanfoist Fawr and Llanvihangel Crucorney Primary Schools, children learn about rights through the United Nations Convention on the Rights of the Child (UNCRC). Children are taught that with rights come responsibilities. We believe that learning should be fun, and that by encouraging respect for each other and valuing the opportunities available, we all grow and learn together.

Children's rights and responsibilities:

Article 14 – Children have the right to think and believe what they want, and to practise their religion, as long as they are not stopping other people from enjoying their rights.

Article 19 - Governments should ensure that children are properly cared for, and protect them from violence, abuse and neglect by their parents, or anyone else who looks after them.

Article 28 - All children and young people have a right to primary education, which should be free. Discipline in schools should respect children's human dignity Young people should be encouraged to reach the highest level of education they are capable of;

Article 29 - Education should develop each child's personality to the full. It should encourage children to respect their parents, and their own and other cultures.

Article 30 - Children have a right to learn and use the language and customs of their families, whether these are shared by the majority of people in the country or not.

Everyone at Llanfoist Fawr and Llanvihangel Crucorney Primary Schools have the right to feel welcome, secure and happy. Only if this is the case will all members of the schools' community be able to achieve to their maximum potential. Bullying of any sort prevents this being able to happen and prevents equality of opportunity. It is everyone's responsibility to prevent this happening, and this policy contains guidelines to support this ethos.

A Federation Charter has been devised in consultation with all pupils and is prominently displayed in the school ~ see Appendix 2.

Definitions of Bullying

Bullying is a behaviour by an individual or group, usually repeated over time that intentionally hurts others either physically or emotionally.

Bullying behaviour:

- is deliberate or intentional
- is generally repeated over time
- involves a perceived imbalance of power between perpetrator and target
- causes feelings of distress, fear, loneliness, humiliation and powerlessness

Isolated incidents of hurtful behaviour, teasing, arguments or falling out between individuals should not be seen as bullying. These can include a one-off incidents relating to a protected characteristic which will be treated seriously by staff, investigated and reported following the

school's Relationships and Behaviour Policy and Safeguarding Policy. It is recognised that a one-off incident can leave a learner traumatised¹ and nervous of reprisals or future recurrence.

We will not tolerate any form of bullying, including online. Where alleged bullying has taken place, it will be acknowledged, investigated and appropriate action taken. It will also be treated as a learning opportunity for all those involved, including the target, perpetrator and bystander. In some cases, including online bullying we might contact Monmouthshire Community Safety Team and or Gwent Police for further guidance and support and or follow our safeguarding procedures. We will share appropriate information in relation to our next steps, support and any involvement with external partners in a timely manner.

The Federation works hard to ensure that all pupils know the difference between bullying and simply 'falling out'.

Understanding Bullying Behaviour

At the Federation we aim to understand why pupils engage in bullying behaviours. These can include prejudice towards certain groups or communities. We are committed to safeguarding specific groups of pupils who may be vulnerable to bullying. Prejudicial opinions may be informed by a wide range of factors including media, community and/or family values, or previous personal experience.

Perpetrators' motivations may also include a desire:

- for power, control, and popularity;
- to belong to an 'in-group' with a perceived strong sense of identity;
- to avoid being a target of bullying themselves;
- to compensate for humiliations, which they themselves have suffered in the past.

Bystanders

Bystanders play a crucial role in bullying behaviours; they can be used by perpetrators as a strategy to gain status and power in a peer group. They can also play a positive role in supporting the rights of pupils, reporting incidents and upholding the school values.

Actions to Tackle Bullying

Our approach to preventing bullying behaviours is outlined below or can be found in appendix 3.

We will be vigilant for signs of bullying, and always take reports of incidents seriously. We will use the curriculum whenever possible to reinforce the ethos of the schools and help pupils to develop strategies to combat bullying-type behaviour.

Each year we will participate in Anti-Bullying Week as part of our Health and Wellbeing programme, following the theme: 'Say no to bullying'.

Pupils are told that they must report any incidence of bullying to an adult within school, and that when another pupil tells them that they are being bullied, or if they see bullying taking place, it is their responsibility to report this to a member of staff.

All reported incidents of bullying will be investigated and taken seriously by staff members. A record will be kept of all incidents.

When a child or parents makes an allegation of bullying the staff member who it is reported to will complete an Rights Respect and Equality incident form – appendix 1. This will then

be filed in the class file where it will be referred to again where necessary. If the bullying allegation is confirmed the second part of the form will be completed and filed into the class folder. All parties will be involved in the investigation and where necessary appropriate consequences will be given as per behaviour policy. Communications to respective parties will be completed and face to face meetings will be held where necessary. The LA will be informed of bullying and racial incidents on a termly basis.

If bullying includes racist abuse, then it should be reported to the Headteacher to be recorded as a Racial Incident on the confirmed bullying form – appendix 1.

Strategies to deal with incidents of bullying

We will always adopt a caring, listening approach to any reported incident of bullying as bullies can also, quite often, be victims too.

Upon discovery of an incident of bullying, we will discuss with the children the issues appropriate to the incident and to their age and level of understanding. If the incident is not too serious (e.g. a very few incidents of name calling), a problem-solving approach may help. The member of staff should remain neutral and deliberately avoid direct, closed questioning which may be interpreted as accusatory or interrogational in style.

Each pupil must be given an opportunity to talk, and the discussion should remain focused on finding a solution to the problem and stopping the bullying recurring. If relationships can be rebuilt, we will discuss how the children may do this.

There are various strategies that can be applied if more than one pupil is involved in bullying another. Role-play and other drama techniques can be used as well as Circle Time. If held regularly, this can be an effective way of sharing information and provide a forum for discussing important issues such as equal rights, relationships, justice and acceptable behaviour. It can also be used just within the affected group to confront bullying that already exists.

Victims need to feel secure in the knowledge that assertive behaviour, and even walking away can be effective ways of dealing with bullying. Setting up a buddy system, or peer counseling possibly with pupils who already hold a position of responsibility, such as School Council members can also be beneficial.

Sanctions for dealing with perpetrators of bullying

- (i) removal from the group (in class)
- (ii) loss of playtimes and or lunchtimes
- (iii) loss of privileges
- (iv) withdrawal from school visits or trips
- (v) fixed term exclusion from school or in extreme cases permanent exclusion

Parental Involvement

The parents of bullies and their victims will be informed of an incident and the action that has taken place, and asked to support strategies put in place to tackle the problem. The bully will also be reminded of the possible consequences of bullying, and the sanctions for repeated incidents will be clearly explained to him/her.

Parents are reminded through letters and newsletters to inform their children that they must tell someone should they ever be bullied. Keeping information from the school, or from their

parents, will never help a problem to be solved, and will prolong the period a victim has to suffer.

We encourage all pupils to talk to their families about any concerns they may have. Pupils can also contact [Meic](#) for support and advice via phone 080 880 23456, WhatsApp 080 880 23456 and text 07943 114 449.

We ask that parents / carers support this policy, communicate respectfully with staff and encourage positive relationships and behaviours at home.

Recording and Communicating

The school will record incidents in compliance with Data Protection Laws. The school will report anonymised data to Monmouthshire County Council on a termly basis.

If the Head feels that an incident may be considered a Hate Crime they will seek advice from MCC Community Safety Team and or Gwent Police. If an incident involves sexual images we will follow our safeguarding procedures, which might include contacting Gwent Police.

School Environment

We will continually work to create a playground environment which is secure, safe and easily supervised. This will promote:

- (i) purposeful recreation
- (ii) reduced playground aggression
- (iii) increased imaginative play
- (iv) improved social skills through the provision of 'quiet areas'

We will provide training for all those who are in a supervisory role to encourage more positive relationships and communication between children, teachers and midday supervisors.

References/ Support

- DfES 'Bullying: Don't Suffer in Silence'
- MCC Hate Crime Prevention Shaz Miah shajanmiah@monmouthshire.gov.uk
- MCC Youth Offending Service
- Margot Sunderland; Trauma Informed Schools, Director of Innovation and Research

The Federation of Llanfoist Fawr and Llanvihangel Primary Schools**Alleged Bullying/ Alleged Racism Incident Log**

“Bullying behaviour involves an imbalance of power where a person or group of people repeatedly and intentionally cause emotional or physical harm to another person or group of people. Isolated instances of hurtful behaviour, teasing or arguments between individuals of equal power should not be seen as bullying”

“Racism is when someone treats another person differently or unfairly because of their background, culture, or religious beliefs or how they live.”

	Name(s)	Age	Gender	Ethnicity	Setting
Child(s) experiencing Bullying behaviour					
Child(s) engaging in bullying behaviour					
Reported by:		Date:			
Reported to:					
Investigation by:		Date:			
Account of individual alleged to be experiencing negative behaviour: (use separate sheet if required)					
Account of individual alleged to be engaging in negative behaviour: (use separate sheet if required)					
Action: (use separate sheet if required)					
Was alleged bullying confirmed?	Yes	No	Insufficient evidence to decide		
Was alleged racism confirmed?	Yes	No	Insufficient evidence to decide		
One off incident			Repeated concerns being disclosed		
Was the matter resolved?	Yes	No	Details:		
Future action					

If bullying/ racism was confirmed, please complete 'Monitoring' section below.

Monitoring (you may circle more than one)								
Physical		Verbal		Indirect			Cyber	
Age	Disability or ability	Gender	Racial / Ethnicity	Religion	Sex	Sexual orientation	CLA	Appearance
Other								

Llanfoist Fawr and Llanvihangel Crucorney Primary Schools Charter

1. Be respectful

Look after our school

Manners around the school and to each other

Understand each other (be a citizen of the world)

2. Be Kind / Be Happy / Be Calm

3. Have ambition – Give 100% of your best

4. Have confidence to try new things

5. Talk to someone – do not be afraid to ask for help

This Charter was drawn up by the pupils. Posters are displayed around the school to reinforce the message.

Appendix 3

