

Bryniau Clwyd Federation
(Ysgol yr Esgob & Ysgol Licswm)



Policy for Anti Bullying

YSGOL LICSWM

Responsibility, love, care and respect
Cyfrifoldeb, cariad, gofal a pharch

Our School Aims

We aim to create a safe and nurturing environment that enables our learners to generate self-esteem, respect, confidence and self-worth.

We aim to positively promote and instill a lifelong healthy lifestyle, both mentally and physically.

As a church school, we aim to develop the Christian ethos which is inclusive of race, culture, gender, disability and all belief systems.

We aim to develop positive behaviours which are conducive to learning.

We are passionate about the environment and our world, and we actively encourage sustainability for ourselves and future generations.

We are proud of our Welsh heritage, rich in history, culture and language and aim to promote and celebrate this.

As a small church school, we aim to develop positive relationships between staff, pupils, families, governors and the wider community. We aim to develop a sense of community where all feel valued and part of the Lixwm School Family.

We aim to develop lifelong learners, pupils and staff, who are ready to play their part in the world.

By following the four purposes of the Curriculum For Wales, we aim to provide a curriculum that is ambitious, creative, holistic, inspiring, enterprising, varied and engaging.

We aim for each child to achieve their own individual potential, through our nurture and support for pupils and their families.

YSGOL YR ESGOB

Respect, respond, be brave, rejoice!
Parchwch, ymatebwch, byddwch ddewr,
llawenhewch!

Our School Aims

We aim to create the best conditions possible for every child to succeed by developing self-esteem, confidence and a true feeling of self-worth.

We offer a safe, caring, Christian environment where children flourish both academically and creatively, through a varied and stimulating curriculum.

We aim to nurture respect involving self, each other, belongings and the environment.

We support staff, parents, carers and governors to participate actively in the children's learning and the life of the school.

We develop skills and knowledge and aim to inspire a love of learning so that all our children may develop as independent and collaborative lifelong learners.

We give staff job satisfaction and the opportunity for career development, sharing expertise throughout the school and wider community.

Through strong links with those in our community, we aim to help children to appreciate the importance of their contribution, develop a sense of citizenship and a healthy lifestyle.

We aim to develop an understanding and respect for other races, cultures, gender, people with disabilities, religions and associated points of view.

We aim to develop pride in our Welsh heritage and culture.

We aim to help children recognise their roles and responsibilities in the care of the environment.

WHAT IS BULLYING?

Bullying is persistent and spiteful behaviour by one child (or a group of children) against another.

It is typically:

- premeditated and deliberate
- designed to cause hurt
- unprovoked and repeated over time
- delivered from a perceived position of power
- physical
- psychological
- verbal
- visual (cyber bullying via email, social media or via mobile phones)

It can be manifested in a variety of ways, e.g.,

- demanding money and making threats
- spreading rumours, teasing, social exclusion, etc.

When incidents are isolated and not repetitive bullying **is not**:

- Falling out with friends
- Having an argument where children call each other names
- Children pushing each other
- Children making faces at each other
- Children just being unkind to each other

Children have been taught that bullying is “Several Times On Purpose” or “STOP” This has helped them to understand the term so that they do not use it unnecessarily. Teachers clearly communicate whether they think bullying is taking place or not.

Prejudice-Based Bullying

The Federation recognises that some bullying is motivated by prejudice or discrimination. This is known as prejudice-based bullying. This may include bullying related to a pupil’s actual or perceived:

- race, ethnicity or culture
- religion or belief
- disability or additional learning needs
- gender or gender identity
- sexual orientation

Prejudice-based bullying will not be tolerated and all incidents will be taken seriously Staff will report any such incidents to the Head Teacher who will ensure the appropriate reporting mechanism is applied.

FEDERATION POLICY

The secure and caring environment created at both Schools, and the general atmosphere within the schools actively discourages bullying. Being small schools, every child is very well known and has a sense of place. We aim to create a climate where children can talk about their feelings and feel able to tell someone if they, or someone else, is being bullied.

The content of this Policy is well communicated throughout each school to ensure mutual expectations and consistency of practice. Frequent whole school assemblies based on bullying, class discussions, JIGSAW sessions and the sharing of problems, helps to raise the awareness of what bullying is and what would happen if bullying takes place. Each School also holds an annual Anti Bullying week that includes Safer Internet Day, to maintain the awareness of pupils.

Staff will deal effectively and quickly with any complaint, working within the remit of this policy. Every incident is different.

How to Respond to a Report of Bullying

Responses towards the person bullied:

- Take any report or incident seriously.
- Take action as quickly as possible.
- Assess the incident; is it part of a series of incidents putting the person under stress?
- Reassure the person who is being bullied.
- Report to the Head teacher.
- Head or teacher to investigate the situation. Talk to pupils individually or in small groups. Cross check opinions/facts. Collect information and record and date what was said in our CPOMs programme.
- After discussion with the Head teacher report to both parents. Record and date outcomes on CPOMs.

Any report of bullying needs to be recorded on CPOMs and The Headteacher notified. This is then reported to Governors via the Head Teacher's report.

How to Respond to the Person/People who has/have bullied

- Make it clear why the behaviour is unacceptable
- Discuss the behaviour and help them to see why it is unacceptable
- Discuss consequences with Headteacher/team around the child to make a decision
- Discuss consequences with pupil
- Carry out consequences
- Headteacher will decide who should inform parents

- Record and date the incident on CPOMs
- Record and date outcome of discussion with parents on CPOMs.

Consequences:

- Immediate checking of behaviour, removal from situation (if applicable)
- Discussion with parents over the phone or meet with parents and child to discuss behaviour.
- Write a letter to the person who was bullied
- Loss of privileges (playtimes, digital leader responsibility, representing the school in sports, after-school activities – as appropriate)
- Fixed term exclusion from school (Headteacher to make judgement. If bullying has been persistent and the evidence deems this as necessary)
- Permanent exclusion from school (in highly extreme circumstances, normally attached to other severe behaviour issues)

Pupils on Behaviour Plan

Consequences will have been discussed as part of the plan. How teachers deal with consequences may vary in accordance with the behaviour plan and the needs of the child.

Signed.....Jeni Taylor..... Chair of Governors

SignedAndrew SuttonHeadteacher

Approved 12th March 2026

Review Date: 2027