



Henllys Church in Wales

Growing and Learning Together Through the Love of Christ

Positive Relationships Policy 2023

The aim of our policy is to:

- reduce the frequency of bullying incidents
- increase the likelihood that incidents will be reported to a responsible adult
- intervene effectively when incidents occur

Torfaen Definition:

"Events or behaviours that trigger a stress response that causes a breakdown in relationships to a point where the relationship needs to be reset, rebuilt or rested."

At Henllys:

- A majority of KS2 pupils stated they have not been bullied at school.
- Many KS2 pupils stated they have never seen bullying of other children at school.
- A majority of KS2 pupils stated that our school cares for pupils who are worried or sad about bullying.
- Many KS2 pupils feel comfortable to tell a member of staff if they were being bullied at school/ or if they witness any bullying taking place.

Bullying may take different forms such as:

- Verbal (taunts and name-calling, insults, threats, humiliation or intimidation)
- Physical (kicking, tripping someone up or shoving them, injuring someone, damaging their belongings or gestures of intimidation)
- Emotional (behaviour intended to isolate, hurt or humiliate someone)
- Cyber (using any form of technological means, mobile phones, social networks, gaming, chat rooms, forums or apps to bully via text, messaging, images or video)
- Racist/homophobic (where bullying focuses on race, ethnicity or culture).
- Indirect (sly or underhand actions carried out behind the target's back or rumour-spreading)

- Sexual (unwanted touching, threats, suggestions, comments and jokes or innuendo. This can also include sextortion, so called 'revenge porn' and any misuse of intimate, explicit images of the learner targeted)
- Relational aggression (bullying that tries to harm the target's relationships or social status)
- Prejudice- related (bullying of a learner or a group of learners because of prejudice. This could be linked to stereotypes or presumptions about identity)

People may be bullied because of their:

- Race, Religion or beliefs
- Gender or Age
- Disability, Appearance or Ability
- Sexual Orientation
- Identity

Reasons and motivations for bullying:

- for power, pride and popularity;
- to belong to a strong in-group with a robust sense of identity and self-esteem;
- to avoid being a target of bullying themselves;
- to compensate for humiliations, which they themselves have suffered in the past.

If a child or young person or adult states that bullying is taking place, actions must be taken to determine why the allegation has been made.

Why is it important to Respond to Bullying?

Bullying is unkind and it is very hurtful. No one deserves to be a victim of bullying. Everybody has the right to be treated with RESPECT. Bullies need to learn better ways of behaving. We ALL have a responsibility to respond promptly and effectively to bullying.

Signs and Symptoms of Bullying

- Changes in expected behaviour or extreme reactions.
- Frightened of walking to and from school.
- Doesn't want to come to school. Feigns illness. Attendance problems.

- Doesn't want to go out to play.
- Begins truanting.
- Becomes anxious, withdrawn or lacking in confidence.
- Starts stammering or develops speech difficulties.
- Academic results and performance becomes noticeably worse.
- Regularly complains of feeling ill.
- Possessions are damaged or money goes missing, without plausible explanation.
- Becomes aggressive, negative, unruly or disruptive.
- Unexplained physical injuries.
- Is bullying other siblings/ other children around them.
- Eating patterns noticeably changed.
- Attention-seeking behaviour or inappropriate behaviour.
- Tearful and worried.
- Lack of concentration-forgetfulness.
- Tiredness (due to sleep disturbance).
- Soiling or wetting themselves (reluctant to use toilet facilities).
- Self-harming.
- Change in friendship groups.
- Personal belongings are damaged or missing

These symptoms could indicate bullying, but also other possibilities should be investigated.

Prevention

At Henllys, we constantly strive to tackle bullying. We use many ways to inform staff and pupils about the subject. We show how seriously we take any form of bullying through the following:

- Celebrating our Values.
- Anti-bullying week.
- School rules - gold and silver.
- Assemblies.
- School council.
- PSE/circle time.
- SEAL lessons.
- Class management behaviour closely through card system.
- Yard organisation.
- Close monitoring of dinner times and playtimes.
- Training for all staff.
- Role play/drama.
- Worry boxes in every classroom.
- Anger management/ social skills classes where necessary.
- Emphasis on team ethic through sport and P.E.
- Pastoral care.

- Y6 playground helpers.
- Budding benches
- Children's Rights.

Procedures:

- 1) Report incident to an adult or friend that they trust, who will the report it to a member of staff.
- 2) Member of staff to share information with Headteacher and/or Deputy Headteacher.
- 3) Class teacher to keep an 'incident log book' to monitor any alleged bullying.
- 4) Once it's been established that incident meets our definition of 'bullying', the incident will be recorded in the school's bullying log.
- 5) Children interviewed.
- 5) Parents informed and perhaps invited into school for meeting.
- 6) Genuine apologies, either written or verbal, sought.
- 7) Social skills/ anger management programme initiated for bully.
- 8) Victim to regularly report to class teacher, Deputy or Head, so progress monitored, so that repetition of bullying doesn't happen.
- 9) If repetition occurs, exclusion will be considered, dependent upon individual circumstance.

Links to other policies include:

- Safeguarding policy
- Behaviour policy
- Online Safety policy

This policy will be reviewed annually and available to all staff, governors and parents.