



## **Henllys Church in Wales**

Growing and Learning Together Through The Love Of Christ

### **Positive Relationships Policy 2025**

#### **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 pupils stated they have not been bullied at school.
- Many pupils stated they have never seen bullying of other children at school.
- A majority of pupils stated that our school cares for pupils who are worried or sad about bullying.
- Many pupils feel comfortable to tell a member of staff if they were being bullied at school/ or if they witness any bullying taking place.
- Many children feel like they belong at Henllys.
- Many children feel that there is at least one adult in school who they can talk to if they feel worried.
- Many children feel that most children at Henllys are kind and helpful.

#### **Quotes from the Wellbeing Warriors:**

*"I don't think there is much bullying in Henllys. I have never seen bullying in Henllys because bullying is when people are mean to you every single day".*

*"My friends are always kind to me and I know that lots of people are kind to each other on the yard".*

*"I don't see any bullying at this school".*

*"Henllys is always a kind and caring place where everyone is welcome".*

"If someone is unkind then our teachers always help us".

***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.
- RSE lessons
- Class management behaviour closely through the 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 an incident to an adult or friend that they trust, who will 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 a 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
- RSE policy

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