



Respecting Others Policy

2024 - 2025



Respecting Others

This Policy includes the school's anti-bullying procedures

Children's Rights: These are the main featured articles when writing the Policy.			
<p>Article 3: All child-related organisations should always do what is best for each child.</p>	<p>Article 12: Your right to say what should happen and for someone to listen to you.</p>	<p>Article 13: Your right to information.</p>	<p>Article 14: Your right to follow your own religion.</p>
<p>Article 15: Your right to meet friends and join groups and clubs.</p>	<p>Article 19: You should not be harmed and you should be cared for and kept safe.</p>	<p>Article 28: Your right to learn and go to school.</p>	<p>Article 29: Your right to be the best you can be.</p>
<p>Article 31: Your right to relax and play.</p>		<p>Article 37: Your right to be treated fairly</p>	

This policy runs concurrently with the school's behaviour policy

INTRODUCTION

The 4 purposes are integral to the vision of Ysgol Pencae.

yn ddysgwyr uchelgeisiol, galluog	yn gyfranwyr mentrus, creadigol
yn unigolion iach, hyderus	yn ddinasyddion egwyddorol, gwybodus

To succeed in our efforts to implement the 4 purposes, everyone must show respect for others to be ambitious learners, enterprising contributors, healthy and confident individuals and principled and moral citizens.

At Ysgol Pencae, we promote fair relationships based on harmonious respect. All learners have the right to learn without fear of being bullied, whatever that type of bullying is. Ysgol Pencae has a firm and inclusive ethos where bullying and prejudice are not tolerated. Ysgol Pencae makes an active effort to deal with all forms of bullying, and we take steps to prevent bullying behaviour as well as respond to incidents when they arise.

No one person or group, whether pupil or staff, should have to accept this type of behaviour. A child can only benefit from all the opportunities available at the School when bullying is faced and targeted.

AIMS AND OBJECTIVES OF THE POLICY

Ysgol Pencae believes that our pupils have the right to learn in a supportive, caring and safe environment, without fear of being bullied. Wellbeing and health are key to the school's vision. It is important, therefore, that the School has a clear written policy to promote this belief, whereby pupils and parents/guardians are fully aware that complaints of bullying are dealt with robustly, fairly and promptly.

The main objectives of this policy are to:

- Prevent bullying
- raise awareness of bullying and its effects on the emotional health and well-being of children and young people, their life chances and achievements.
- underlining concrete steps to follow if there is a bullying incident in our school.
- be able to deal with bullying cases quickly and effectively.
- ensure that all staff, Governors and parents are aware of this policy and can identify their roles in relation to it.

WHAT IS BULLYING?

Careful consideration needs to be given before using the term 'bullying'. A document, 'Respecting others: An anti-bullying overview' underpins the definition. Several definitions of bullying (Welsh Government) are used, but the majority regard it as an act that:

- is intentionally harmful (including aggression)

- often occur over a period of time,
- recognise that just one event can cause trauma to the learner and leave them worried that it will happen again
- is difficult for victims to defend themselves against.

There are many different types of bullying, but the three main types of bullying are:

Physical – hitting, kicking, taking property, sexual harassment or assault

Verbal – name-calling, insulting, offensive comments

Indirect – spreading hateful stories about someone, exclusion from social groups, being the subject of malicious rumours

At Ysgol Pencae, we feel the need to highlight a fourth form of bullying which is online bullying as pupils are now more confident and active in their use of technology.

Online - unfortunate photos, disturbing comments or written lies, sending malicious emails or text messages on mobile phones or computer games.

Pupils are often chosen because they are different and we, as staff, should keep an eye on these pupils. Bullying can also be emotional, racist and sexual. The 'bully' often relies on several of these but as a national pattern, emotional bullying is recognised more consistent than physical bullying.

Signs of Bullying:

- Pupil becomes introverted.
- Changes in pupils character.
- Signs of physical abuse.
- Reluctance to come to school.
- Reluctance to go out and play.
- Decline in the standard of work.
- Depression.
- Pupil loses confidence.
- Pupil spends a lot of time alone.

SENEDD PENCAE MESSAGE TO THE PUPILS

If you feel bullied, we encourage you to:

- Tell someone you trust.
- Don't be scared, it's not your fault.
- Speak up - help can be found at school!

WHAT SHOULD I DO IF I SUSPECT MY CHILD IS BEING BULLIED?

As parents, you often have a clear input into your children's feelings. This can be through:

- them sharing concerns with you.
- feelings about school suddenly change, e.g. not wanting to come to school.

- a change in their behaviour at home, e.g. frustration, becoming introverted.
- others sharing information with you, e.g. your child's friend / other parents.

It's important that you talk to your child. Here are some things that might be asked:

-Where do these events take place?

-How often does this happen?

-How does it make them feel?

-Who was bullied and who witnessed the incident?

-Have you responded at all to the issue?

In addition, they need to be supported by telling them:

-That no one has a right to treat them this way.

-Not to remain silent, it is necessary to say 'no' to those who bully.

-To not respond back, e.g. hitting the 'bully', this can make the situation worse.

-Reassure the child to share the information with an adult, they will take what they have to say seriously.

Bring this information straight to the school. Ysgol Pencae we take all conversations about bullying very seriously. Although an emotional time for everyone, it is vital that the information is shared in a fair and balanced way giving a level playing field for those who may be hearing the information for the first time, e.g. teachers.

STAFF RESPONSIBILITIES

We as staff are going to adopt the way of questioning pupils in order to send all the information.

First it will be necessary to regulate emotions using the following strategies;

- Breathing Strategies
- Stretching Activities
- Read
- Quiet time
- Colouring in
- Sensory equipment – tent, blanket, teddy bear
- Listing things around them (5 4 3 2 1)
- Fresh air – walking
- Comforting tool

The we will ask them questions:



At Ysgol Pencae, staff will:

- ensure there is time to listen to pupils,
- take what they hear seriously,
- ensure that the pupil is not wary or embarrassed.
- be aware of the places in the school where violent behaviour can occur.
- establish regular opportunities to discuss bullying in class.
- regularly praise good behaviour and follow the school's behaviour steps.
- examine their own behaviour to ensure they are not guilty of bullying.
- ensure that everything done sends the message that bullying is not acceptable.
- keep records of any troubling events on My Concern.
- deal with the situation in accordance with the school's policies
- contact the headteacher immediately if there is any suspicion of bullying going on.

GOVERNORS RESPONSIBILITY

At Ysgol Pencae, the Governors have a key role in ensuring the welfare and safety of the school's pupils. The governors shall:

- ensure they understand and are familiar with the Respecting Others policy .
- support staff as they implement the policy.
- play a key role in reviewing and maintaining the policy.

HOW WILL THE SCHOOL RESPOND?

At Ysgol Pencae we take all conversations about bullying very seriously.

1 – We will listen and record information from the person raising the concern, whether it is a victim, another child, a member of staff or a parent.

2 - We will have a conversation with the 'victim' and a conversation with the 'bully'. If there are any witnesses we will chat to them. These conversations will be recorded for the benefit of school records on My Concern.

3 – Following these conversations, we will discuss our findings with the parents of the 'bully' and 'victim'. Any comments during these conversations will be recorded for the benefit of the school records on My Concern.

4 – Depending on the severity of the situation, the school will follow disciplinary action and consult with external agencies, e.g. the county's Wellbeing and Behaviour team, MASH.

Supporting processes for the 'victim'	Supporting processes for the 'bully'
<p>Members of staff will be assigned to keep an eye on the pupil.</p> <p>There will be daily / weekly 'check in' meetings for the first few weeks (depending on the child's needs)</p> <p>'Buddy system' with other pupils during playtimes and lunchtime.</p> <p>There will be a review period at the end of the half term where we will discuss the situation with the pupil and parents to determine the next steps</p>	<p>A discussion with the pupil will be required to establish why this happened and to ensure they understand the implications of their behaviour.</p> <p>There will be a joint meeting between the pupil, their parents and the school to ensure clear messaging between all networks. Disciplinary action will be determined, e.g. Write a letter to the victim; Internal exclusion for a designated period; Pupil Individual Behavioural Programme</p> <p>If the behaviour of bullying continues then exclusion for a period of time will be a consideration. It should be noted, however, that the decision here will be taken according to the wisdom of the Headteacher and possibly that immediate exclusion could be made when it is felt that the pupil's conduct is considered a threat.</p> <p>Put steps in place to remove any prejudice perceived by the pupil, e.g. workshop support, interventions, social stories, small group PSE sessions, and consultation with the county's behaviour team.</p>

DEVELOP THE PUPILS BEHAVIOUR IN OUR DAY TO DAY ACTIVITIES

Our hope at Ysgol Pencae is that there are no incidents of bullying. However, in order to equip pupils with the knowledge and educate them about the impact and cruelty of bullying, annually the school:

- Host Anti-Bullying Week activities.
- Host Web Safety Week activities.
- Consistent challenge of stereotypes and bullying situations.
- At least one class visits the 'Show Racism the Red Card' workshop.

As already stated, at Ysgol Pencae we place emphasis on the wellbeing and happiness of every single child so that they develop to be healthy and confident and ready to learn in a comfortable and safe atmosphere. We sincerely hope that this policy, along with other systems and initiatives that exist within the school, ensures that we succeed with our aim and objectives.

Documents used when creating this policy:

Respecting Others Document, Welsh Government, 2011

Are you being bullied?, Welsh Government

<i>Date:</i>	<i>Chair of Governors Signature:</i>
<i>Date: 20.11.23</i>	<i>Headteacher Signature: Siwan Dafydd</i>
<i>Date:</i>	<i>School Senedd Signature:</i>
<i>Review Date:</i>	<i>October 2025</i>

What can I do if I'm being bullied?

Useful Websites

Bullying UK:

<https://www.bullying.co.uk/>

Kidscape:

<https://www.kidscape.org.uk/>

Bullies Out: <https://bulliesout.com/>

Childline:

<https://www.childline.org.uk/info-advice/bullying-abuse-safety/>

Restorative Approaches:

[Wales Restorative Approaches Partnership \(WRAP\) \(restorativewales.org.uk\)](http://www.restorativewales.org.uk)



Be proud - you are not the problem!

Tell someone you trust.

Be kind... help others who are being bullied.

↖ Try to get out of the situation as quickly as possible.

~ Tell someone you trust (friend, teacher or parent)

~ Don't blame yourself, it's not your fault.

↖ Don't respond. It could make things worse.