



Respecting Others Policy

The Policy includes the school's anti-bullying procedures.

Children's Rights: These are the main articles considered when writing the Policy.

Article 3: All organisations concerned with children should always do what is best for each child.

Article 12: Your right to say what should happen and for someone to listen to you.

Article 13: Your right to receive information.

Article 14: Your right to follow your own religion.

Article 15: Your right to meet with friends and join groups and clubs.

Article 19: You should not be harmed and you should receive care and be kept safe.

Article 28: Your right to learn and go to school.

Article 29: Your right to be the best you can be.

Article 31: Your right to relax and play.

Article 37: Your right to be treated fairly.

*This policy runs alongside the school's behaviour policy

Introduction

The 4 purposes are key to the vision of Ysgol Y Wern:

- Ambitious, capable learners
- Enterprising, creative contributors
- Healthy, confident individuals
- Ethical, informed citizens

To succeed in our efforts to implement the 4 purposes, it is important that everyone shows respect to others in order to be ambitious learners, enterprising contributors, healthy and confident individuals and, of course, ethical and moral citizens. At Ysgol Y Wern, we promote fair relationships that are based on mutual respect. We believe that every pupil has the right to learn without fear of being bullied, whatever type of bullying that might be. Ysgol Y Wern places emphasis on a strong inclusive ethos where bullying and prejudice are not tolerated. The school makes active efforts to address all forms of bullying, and we take steps to prevent bullying behaviour as well as respond to incidents when they arise. No person or group, whether pupil or staff, should have to accept this type of behaviour. Only when every bullying matter is addressed can a child fully benefit from the opportunities available at the School.

Aims and Objectives of the Policy

Ysgol Y Wern believes that our pupils have the right to learn in a supportive, caring and safe environment, without fear of being bullied. Well-being and health are central to the school's vision. It is important, therefore, that the School has a clear written policy to promote this belief, where pupils, as well as parents/guardians, are fully aware that complaints about bullying will be dealt with firmly, fairly and promptly. The main aims 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 opportunities, and their achievements
- outline clear steps to be followed if a case of bullying arises in our school
- enable us to deal with bullying cases swiftly 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 is needed before using the term 'bullying'. The document ['Respecting Others: Anti-Bullying Overview'](#) underpins the definition. Several definitions of bullying (Welsh Government) are used, but most consider it to be an act that is:

- intentionally harmful (including aggressive behaviour)
- repeated frequently over a period of time, although acknowledging that a single incident can cause trauma and leave the learner fearing it will happen again
- difficult for victims to defend themselves against

There are several types of bullying, but the three main types are:

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

Verbal – name-calling, insulting, making offensive comments

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

At Ysgol Y Wern, we feel it is important to highlight a fourth type of bullying: **online bullying**, as pupils are now more confident and active in their use of technology.

Online – inappropriate pictures, unpleasant comments or written defamation, sending malicious emails or text messages on mobile phones or gaming

platforms. Pupils are often targeted for being different and we, as staff, should keep an eye on these pupils.

Bullying can also be emotional, racial and sexual. Often, a 'bully' may rely on more than one of these, but emotional bullying appears more consistent than physical bullying on a national level.

Signs of bullying:

- A pupil becoming withdrawn
- A pupil showing a change in character
- Signs of physical abuse
- Unwillingness to come to school
- Unwillingness to go out to play
- Standard of work deteriorating
- Depression
- Loss of confidence
- A pupil spending a lot of time alone

A Message from Y Wern School Council

If you feel that you are being bullied, we encourage you to:

- Tell someone you trust
- Don't be afraid—this is not your fault
- Speak up—there is help available in school!

Follow our friends' policy: [Ysgol Y Wern Friends Policy](#)

What should I do if I suspect my child is being bullied?

As parents, you will often have clear insight into your child's feelings. This may be through:

- them sharing concerns with you

- sudden changes in feelings about school, e.g. not wanting to attend
- changes in behaviour at home, e.g. frustration, becoming withdrawn
- others sharing information with you, e.g. a friend/another parent

It is important that you speak with your child. Here are some questions you could ask:

- Where are these incidents happening?
- How often is this happening?
- How does it make them feel?
- Who was bullying and who witnessed the incident?
- Have you responded to it at all?

Additionally, they need support by being told:

- No one has the right to treat them this way
- Don't stay silent—say 'no' to those who bully
- Don't retaliate, e.g. hitting the bully—this can make things worse
- Reassure the child to share information with an adult; they will take it seriously

Come straight to the school with this information. At Ysgol Y Wern we will take every conversation regarding bullying seriously. Even though this is an emotional time for everyone, it is vital that information is shared in a fair and balanced way.

School Staff Responsibilities

As staff, we will adopt an approach of questioning pupils to gather all information. First, we follow calming strategies:

- Breathing
- Stretching
- Reading
- Quiet time
- Colouring

- Sensory equipment – tent, blanket, teddy
- Labelling – listing things around them (5 4 3 2 1)
- Counting
- Fresh air – walking
- Distraction tool

Then the questioning method:

1. What happened?
2. What were you thinking/feeling?
3. Who has been affected?
4. How were they affected?
5. How can we move forward?



At Ysgol Y Wern, staff will:

- ensure time is given to listen to pupils, taking what they say seriously, and ensuring they are not embarrassed or humiliated
- be aware of school areas where violent behaviour may occur
- establish regular opportunities to discuss bullying in class
- praise good behaviour regularly and follow the school's behaviour steps

- examine their own behaviour to ensure they are not guilty of bullying
- ensure everything done conveys the message that bullying is unacceptable
- keep records of concerning incidents on My Concern
- deal with situations in line with school policies
- contact the headteacher immediately if bullying is suspected

Governors' Responsibilities

At Ysgol Y Wern, Governors play a key role in ensuring the welfare and safety of pupils. They will:

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

How Will the School Respond?

At Ysgol Y Wern we take every bullying conversation seriously.

- 1 – We will listen and record information from the individual raising the concern, whether victim, another child, staff member or parent
- 2 – We will speak with the 'victim' and with the 'bully'. If there are witnesses, we will speak with them too. These conversations will be recorded on My Concern.
- 3 – Following these discussions, we will share our findings with the parents of both the 'bully' and the 'victim'. Comments from these conversations will be recorded on My Concern.
- 4 – Depending on the seriousness of the situation, the school will follow disciplinary procedures and consult with external agencies, e.g. behaviour team, FASP.

Support Processes for the 'victim'	Support Processes for the 'bully'
<p>Victim Support:</p> <p>A member of staff will be assigned to monitor the pupil</p> <p>Daily/weekly support meetings for the first weeks (depending on the child's needs)</p> <p>'Buddy system' with other pupils during play and lunch times</p> <p>A review at the end of half-term with the pupil and parents to decide next steps</p>	<p>Bully Support:</p> <p>A discussion with the pupil to understand why it happened and ensure they understand consequences</p> <p>A meeting between the pupil, parents and school to ensure clear communication</p> <p>Disciplinary steps, e.g. writing a letter to the victim; internal exclusion for a set period; Individual Behaviour Plan</p> <p>Continued bullying may lead to exclusion.</p> <p>This will follow the Headteacher's professional judgement, and immediate exclusion is possible if the pupil's behaviour poses a threat.</p> <p>Follow-up steps to address any prejudice shown by the pupil, e.g. workshops, interventions, stories, small-group PSE sessions, behaviour team consultation</p>

Promoting Day-to-Day Pupil Understanding

At Ysgol Y Wern, we hope that there are no incidents of bullying. However, to equip pupils with knowledge and to educate them about the harm and cruelty of bullying, the school annually:

- Holds Anti-Bullying Week
- Holds Internet Safety Week
- Delivers regular assemblies challenging stereotypes and bullying situations
- Has at least one class attend a 'Show Racism the Red Card' workshop

As noted, Ysgol Y Wern places emphasis on the well-being and happiness of every child, helping them develop into healthy and confident individuals ready to learn in a homely and safe environment. We sincerely hope this policy,

along with existing school systems and initiatives, ensures we meet our aims and objectives.

Useful Websites

Bullying UK Website

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

Kidscape Website

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

Bullies Out Website

<https://bulliesout.com/>

Childline Website

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

Restorative Approach

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

Signed (Chair of Governors) *Hannah Fernandez*

Date 10.2.26

Signed (Headteacher) *Aled ap Iwan*

Date 10.2.26