St David's College

— Est. 1965 —

ANTI-BULLYING POLICY

Anti-Bullying

Date	Review Date	Monitoring	Coordinator	Nominated Governor

01/09/2026	**01/09/2027**	**Annually by Ed com**	**Steve Delaney**	**Ken Underhill**

This policy should be read in conjunction with our Equalities and Discrimination Policy.

Introduction

This policy relates to the following legislation:

- Children Act 1989
- The Independent School Standards (Wales) Regulations 2024 ▪ Education Act 2002
- Education and Inspections Act 2006
- Equality Act 2010

The following documentation is also related to this policy:

- Celebrating Diversity and Promoting Inclusion (Estyn, 2020)
- Rights, Respect, Equality: Statutory Guidance for Governing Bodies of Maintained Schools (Welsh Government, 2019)
- School Councils (Wales) Regulations 2005 (National Assembly for Wales, 2005)
- Respecting Others: Anti-Bullying Overview (Welsh Government, 2011a) – still relevant contextually, but superseded for statutory anti-bullying guidance by 2019 Rights, Respect, Equality guidance
- Practical Approaches to Behaviour Management in the Classroom: A Handbook for Classroom Teachers in Secondary Schools (Welsh Government, 2012)
- School Exclusion: Guidance for Pupils (Welsh Government, 2015)
- Inclusion and Pupil Support (Welsh Government, 2015b)
- Respect and Resilience: Developing Community Cohesion (Welsh Government, 2016c)
- Guidance for Education Settings on Peer Sexual Abuse, Exploitation, and Harmful Sexual Behaviour (Welsh Government, 2020)
- Enhancing Digital Resilience in Education: An Action Plan to Protect Children and Young People Online (Welsh Government, 2021)
- Keeping Learners Safe: The Role of Local Authorities, Governing Bodies and Proprietors of Independent Schools under the Education Act 2002 (Welsh Government, 2022)
- Equality Act 2010 and Schools (Welsh Government, 2014)
- Cyberbullying: Advice for Headteachers and School Staff (Welsh Government, 2014)
- Behaviour and Discipline in Schools: Advice for Headteachers and School Staff (Welsh Government, 2016)
- Counselling in Schools: A Blueprint for the Future (Welsh Government, 2016)

- Preventing and Tackling Bullying – Advice for School Leaders, Staff and Governing Bodies (Welsh Government, 2017)
- Mental Health and Behaviour in Schools (Welsh Government, 2018)
- Working Together to Safeguard Children: A Guide to Inter-Agency Working to Safeguard and Promote the Welfare of Children (Welsh Government, 2018)
- Race Disparity Audit – Summary Findings from the Ethnicity Facts and Figures Website (Cabinet Office, 2017)

As an independent school, under The Independent School Standards (Wales) Regulations 2024 we are required to draw up and implement effectively a written policy to: a) prevent bullying;

b) safeguard and promote the welfare of children who are pupils at the school;
c) safeguard and promote the health and safety of pupils on activities outside the school; and
d) promote good behaviour amongst pupils and set out the sanctions to be adopted in the event of pupil misbehaviour.

We owe a duty of care to protect pupils from bullying as part of our responsibility to provide a safe, secure, caring and friendly school environment for all students, and to protect them from those who cause them physical or emotional harm. Our safeguarding procedures are in line with all relevant legislation.

We take a proactive and coordinated approach to anti-bullying as prevention and response are, interdependent. The school has an education awareness programme through assemblies and the GSE programme in order to prevent bullying behaviours.

The school endeavours to create a safe learning environment which actively promotes the wellbeing of all learners, protects them from harm and prevents bullying behaviour from taking place. Bullying in whatever form will not be tolerated to any degree and the school will respond promptly and effectively to all reported incidents.

This policy will provide clear guidance for staff on dealing with bullying incidents and the process by which the school will seek to eradicate this issue. A Cyber-Bullying Policy has been created alongside this policy.

DEFINITION OF BULLYING

There is no legal definition of bullying, but it is usually defined as behaviour that is:

- intended to hurt someone either physically or emotionally;
- often repeated, however a one-off incident may leave a learner traumatised and anxious of future recurrence;
- may be difficult for victims to defend themselves against;
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

Bullying takes many forms including physical assault, verbal assault including teasing, namecalling or threats, social exclusion and cyberbullying via mobile phone or online (for example social networks, instant messenger and email). It is our duty to look out for all signs of bullying and to take the appropriate action to stop it. We will deal with all reported incidents of alleged bullying.

We believe by creating a safe, secure and caring school environment we will encourage all pupils to report any incident of bullying to a member of the school personnel.

Under no circumstances will we tolerate any form of bullying and all incidents of bullying will be dealt with promptly and effectively as we wish to promote the wellbeing of all pupils.

We wish to work closely with the School Council and to hear their views and opinions as we acknowledge and support Article 12 of the United Nations Convention on the Rights of the Child that children should be encouraged to form and to express their views.

Responsibility

It is everyone's responsibility to prevent bullying. Teachers through tutoring, mentoring and teaching will endeavour to provide education that makes pupils aware of the damage caused by bullying and encourage any incidents of bullying to be reported. All members of staff owe a duty of care to observe, monitor and report any behaviour, conversation or action which they suspect. Staff have an obligation to ensure that every action, however apparently small or insignificant is dealt with and reported and we will ensure the school is able to detect bullying at the earliest opportunity so that it can be resolved.

Parents should contact the school so that bullying issues can be investigated at the earliest opportunity. Learners also have a responsibility to report any incidents of bullying and discuss them with an appropriate adult.

Role of the Governing Body

The Governing Body will not tolerate any bullying and has:

- appointed a member of staff to be responsible for promoting positive pupil behaviour;
- delegated powers and responsibilities to the Headteacher to challenge and respond promptly to all forms of bullying, to keep records of all incidents of bullying and the different types of bullying;
- delegated powers and responsibilities to the Headteacher to ensure all school personnel and visitors to the school are aware of and comply with this policy;
- responsibility for ensuring that the school complies with all equalities legislation;
- nominated a designated Equalities governor to ensure that appropriate action will be taken to deal with all prejudice related incidents or incidents which are a breach of this policy;
- responsibility for ensuring funding is in place to support this policy;
- responsibility for ensuring this policy and all policies are maintained and updated regularly;
- responsibility for ensuring all appropriate policies are made available to parents and pupils;
- the responsibility of involving the School Council in the development, approval, implementation and review of this policy;
- worked with the School Council, school personnel and parents to agree a definition of bullying;
- nominated a link governor to visit the school regularly, to liaise with the Headteacher and the coordinator and to report back to the Governing Body;
- responsibility for the effective implementation, monitoring and evaluation of this policy

Role of the Headmaster

Under Section 157 of the Education Act 2002 the Headmaster has a duty to encourage good behaviour, the respect for others and to prevent all forms of bullying among pupils.

Therefore, the Headmaster will:

- implement this policy;
- ensure that all school personnel are aware of the policy;
- work to create a safe, secure, caring and friendly school environment for all the children;
- ensure school personnel have a clear understanding of the extent and nature of bullying that may take place in school;
- ensure that personal and social education curriculum and the religious education curriculum helps to deal with anti-bullying;
- investigate all reported incidents of bullying;
- ensure that all pupils understand that bullying is wrong;
- ensure that all parents aware of this policy and that we do not tolerate bullying;
- raise awareness of bullying with pupils, parents, school personnel and governors on the grounds of protected characteristics;
- consult with pupils and parents to identify the extent and nature of bullying in the school;
- inform parents of any incident of bullying and how it has been dealt with;

- ensure school personnel report and record incidents of bullying;
- keep records of all incidents of bullying;
- use records of incidents effectively;
- keep records in a central log in order to identify concerns of individual pupils and patterns of behaviour;
- discuss with the school council:

  - A definition for bullying.
  - Are pupils aware of this policy?
  - How can bullying be effectively dealt with?
  - How good are school personnel in dealing with incidents of bullying?
  - How good are school personnel in identifying the effects of bullying amongst pupils?

- support any pupil who has been bullied;
- encourage any bully to change their behaviour;
- impose sanctions on any pupil who continues to bully;
- consider permanent exclusion in the most serious incidents of bullying;
- make effective use of relevant research and information to improve this policy;
- work closely with external agencies to support pupils who experience bullying;
- ensure effective supervision is in place between lessons, break times and lunchtimes;
- work with the wider community to deal with bullying that takes place outside school;
- deal with any form of bullying that takes place to and from school;
- proactively work with the police, parents/carers and the local community to help reduce local tensions;
- work closely with the link governor and coordinator; ▪ provide leadership and vision in respect of equality; ▪ provide guidance, support and training to all staff; ▪ monitor the effectiveness of this policy by monitoring:

  - the number of recorded incidents in an academic year;
  - the types of bullying that occur in an academic year; ➢ how swiftly incidents of bullying are dealt with

- report termly the number of incidents of bullying and the outcomes to the Governing Body; ▪ annually report to the Governing Body on the success and development of this policy

Role of the DSP and deputy for Child Protection

The DSP and deputy will:

- lead the development of this policy and all linked policies throughout the school;
- work closely with the Headmaster and the nominated governor;

- provide guidance and support to all school personnel to understand the signs or behaviour of someone being bullied;
- work with children to determine those parts of the school where they do not feel safe;
- have in place effective systems at playtime and lunchtime to reduce the risk of bullying such as:
    - friendship stops
    - playground buddies
    - peer mentors
    - safe places for vulnerable individuals and those with a protected characteristic

- organise an anti-bullying week.
- plan age-appropriate opportunities in the curriculum to discuss issues related to the protected characteristics;
- build pupils' resilience to bullying;
- develop philosophy sessions to provide children with opportunities to discuss equality and diversity;
- ensure good arrangements are in place for pupils transferring from the primary to the secondary phase;
- work closely with external agencies to support pupils who experience bullying;
- collaboratively work with other schools to identify common issues related to the protected characteristics;
- display posters of national and local help lines and where help is available in school;
- make effective use of relevant research and information to improve this policy;
- keep up to date with new developments and resources;
- provide training for all staff on induction and when the need arises;
- help counsel children who have been bullied and those who use bullying behaviour;
- review and monitor;
- annually report to the Governing Body on the success of this policy.

We will make regular announcements in Assemblies and tutor periods and will imbed this within our pastoral framework.
Any victim of bullying and parents of those who have experienced bullying, will have access to a member of staff as a single point of contact. Serious Sanctions will be applied to perpetrators of bullying.

Role of nominated Governor

The Nominated Governor will:

- work closely with the Headmaster and the coordinator;
- ensure this policy and other linked policies are up to date;
- ensure that everyone connected with the school is aware of this policy;
- attend training related to this policy;
- report to the Governing Body as required;

- report to the Governing Body on the success and development of this policy

Role of staff body

All school personnel will:

- comply with this policy;
- be aware of all other linked policies;
- be aware of the signs of bullying in order to prevent bullying taking place;
- report all incidents of bullying;
- investigate all reported incidents of bullying;
- take all forms of bullying seriously;
- make sure that all pupils know what to do if they are bullied;
- encourage pupils to report any incidents of bullying to any member of the school personnel; ▪ support any pupil who has been bullied;
- raise awareness of the wrongs of bullying through personal and social education and religious education;
- use preventative strategies such as circle time and buddy systems;
- undertake the appropriate training;
- implement the school's equalities policy and schemes;
- report and deal with all incidents of discrimination;
- attend appropriate training sessions on equality;
- report any concerns they have on any aspect of the school community.

The role of all pupils

Pupils must:

- be aware of and comply with this policy;
- report if they are being bullied;
- report if they see someone else being bullied;
- discuss ways of preventing bullying through the school council; ▪ act in accordance with the following instructions if they are bullied:

  - get away from the situation as quickly as you can
  - report what happened to you to a member of staff by telling them:

    - what has happened to you
    - how you feel
    - if you have been bullied before

- who bullied you
- where the incident happened
- when it happened

- make sure that your report is dealt with and who you told
- tell your parents or another family member
- ask for counselling if you are really upset

- treat others, their work and equipment with respect;
- talk to others without shouting and use language which is neither abusive nor offensive;
- support the school Code of Conduct and guidance necessary to ensure the smooth running of the school;
- liaise with the school council;
- take part in questionnaires and surveys.

The Role of Parents

Parents must:

- be aware of and support this policy;
- be involved in agreeing a definition for bullying with pupils, school personnel and the Governing Body;
- report to the school any concerns they have of their child being bullied;
- be assured that the school will deal with all incidents of bullying;
- be assured that they will be informed of incidents and will be involved in discussions;
- be asked to take part in periodic surveys conducted by the school;
- support the school Code of Conduct and guidance necessary to ensure smooth running of the school.

The Role of all Stakeholders in school

All school personnel:

- have equal chances of training, career development and promotion ▪ receive training on this policy on induction which specifically covers:

  - What is bullying?
  - How to identify, prevent and manage bullying.
  - Types of bullying such as Cyberbullying, bullying of children with special educational needs, and bullying of those on the grounds of a protected characteristic.
  - Recognising bullying.
  - Anti-bullying strategies.

- How to deal with a bullying incident.
- Counselling the bullied and the bullies.
- Anti-bullying week.
- Tackling discriminatory bullying including homophobia, racism, transphobia and sexism.
- Building pupils resilience to bullying.
- Working and co-operating with parents and carers

- receive periodic training so that they are kept up to date with new information
- receive equal opportunities training on induction in order to improve their understanding of the Equality Act 2010 and its implications

Legal position

Under the Equality Act 2010, St. David's has a duty not to discriminate against any of the protected characteristics. Due regard has been given to equality law when developing and implementing St David's policies, practices and day-to-day activities. St David's will continually monitor the way this policy operates to ensure it does not unlawfully discriminate, permit harassment or victimisation, or limit equality of opportunity. St David's is committed to meeting its obligations under the Equality Act 2010 at all times.

It is our moral and legal duty to protect those with these characteristics, and ensure all forms of bullying are challenged, dealt with and recorded.

Some aspects of bullying may be regarded as a criminal offence including violence or misuse of electronic communications. Pupils need to be aware that criminal records can be a consequence of bullying.

The Process

The school will promote the ideal that pupils should support each other in all that they do. Conflict should be avoided, be it physical or mental. This will be promoted by all staff at all times.

Pupils will be encouraged to report incidents of bullying to a member of staff. The ethos and culture of the school will ensure the protection of the pupil, so they do not themselves become a victim of bullying.

Pupils will be encouraged to share problems with staff.

Pupils will not be made to feel guilty about airing complaints

Staff will report any incidents of bullying to the Assistant Head.

Any report of bullying will be considered and treated with the upmost importance.

The Reward and Motivation system will be an inclusive aspect of promoting achievement in developing an anti-bullying culture.

Staff will endeavour to anticipate and recognise signs of bullying and employ strategies to prevent bullying.

Staff will be aware through vigilance, of bullying taking place outside of the school, i.e. on transport to and from school.

The GSE programme will educate pupils on recognising bullying and promote the ethos of nontoleration.

Pupils who have been bullied or have been bullies will be counselled using an appropriate approach. (See Counselling Policy)

Staff will have regular inset on prevention of bullying.

The Procedure

Pupils are made aware of the Complaints and Worries procedure (this is permanently on display in the Headteacher's notice cabinet. This also informs them of the independent listener.

Any incident of **physical violence** must be dealt with as follows: -

- Injured pupil to be seen by Medical Staff, even if they have not reported it to ensure a proper medical check and the initiation of documentation of the incident.

- The Headteacher must be informed as soon as possible and will oversee subsequent inquiries.

- Initial interviews of all pupils involved will be carried out as soon as possible either by the Headteacher or by senior staff who will submit their initial findings to the Headteacher as soon as possible.

- Parents of an injured pupil must be informed immediately of the incident.

- Parents of any other pupils involved should be contacted as soon as the facts are reasonably clear.

- The Deputy head/Assistant head will collate all information, personally interview all pupils involved, review the situation and then report to the Headteacher.

- The anti-bullying policy recognises the need for special consideration of children with disabilities and this is also referred to in the Disability Accessibility Plan.

Any member of staff who becomes aware that a pupil is possibly being affected by bullying should talk to the pupil's tutor or year head. If the tutor establishes that there is a problem, a strategy for dealing with it must be developed with the Head of Year and Housemaster/Housemistress. The Assistant Head and Deputy Head should be included.

It is important that the pupil is a partner in discussions and is happy with the proposed plan of action, be it group discussion, a quiet word to an individual, "no blame" approach, advice on avoiding trigger factors etc.

It is essential that the tutor monitors the outcome of the chosen strategy.

At all times the safety and welfare of the pupils is paramount. (Refer to the Child Protection Policy)

The school has implemented a Peer Mediation Programme. Peer mediation, as with other peer support schemes, can contribute greatly to improving the learning environment in schools. Negative behaviour such as bullying can be significantly reduced through this programme. Staff are encouraged to use the programme to solve bullying problems. An initial meeting should be arranged through the chaplain.

Serious Cases

In a serious case of bullying, the sanctions may include one or more of the following:

Gating
Formal warning of consequences of any future incident
Official report to the police
Involvement of Police Schools Liaison Officer
Temporary Exclusion
Permanent Exclusion

School-based counselling service

Effective counselling forms a key part of whole-school approaches to preventing and responding to bullying. The Welsh Government is taking forward a national strategy for school-based counselling,

the aim of which is to develop a school-based counselling service that is independent, safe, accessible and of a high standard. (See Counselling Policy)

Pupil Behaviour & Discipline	Safeguarding and Child Protection
Anti-Cyber Bullying	Internet Social Networking Websites
Acceptable Internet Use Agreement	