RESPECTING OTHERS POLICY

2026 - 2027

Respecting Others Policy

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

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

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

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

Article 13: Your right to information.

Article 14: Your right to follow your own religion.

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

Article 19: You should not be harmed and should be cared for and kept safe.

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

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

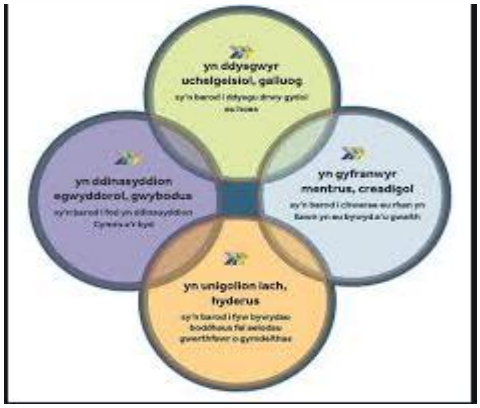
Article 31: Your right to relax and play.

Article 37: Your right to be treated fairly.

****This policy runs concurrently with the school's conduct policy****

Introduction

The 4 purposes are allusory to the vision of Groes-wen Primary School.



To succeed in our efforts to implement the 4 purposes it is important that everyone shows respect for others in order to be ambitious learners, enterprising contributors, healthy and confident individuals and of course, principled and ethical citizens.

At Groes-wen Primary School, we promote fair relationships that are based on harmonious respect. We believe that all learners have the right to learn without fear of being bullied, whatever that type of bullying is. Groes-wen Primary School is placed on an emphasis on a strong inclusive ethos where bullying and prejudice are not tolerated. Groes-wen Primary School 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.

One person or group, whether pupil or staff, should not have to accept this type of behaviour. It is only when faced with all issues of bullying that a child can best benefit from the opportunities available at the School.

Aims and objectives of the Policy

Ysgol Gynradd Groes-wen Primary School believes that our pupils have the right to learn in an inclusive, caring and safe atmosphere, 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 are at loggerheads with the parents/guardians, fully aware that complaints of bullying are dealt with firmly, fairly and promptly.

The main objectives of this policy are to:

- bullying prevention
- raising awareness of bullying and its effects on the emotional health and wellbeing of children and young people, their life chances and achievements.
- underline concrete steps to follow if there is a bullying incident in our school.
- 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:

• intentionally harmful (including aggression)

• often occur over a period of time, recognising that just one event can cause trauma to the learner and leave them worried that it will happen again

• difficult for victims to defend themselves against.

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

Physical – casting, 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 Groes-wen Primary School, we feel the need to highlight a fourth form of bullying which is online bullying now that pupils are more confident and active in their use of technology.

Online - unfortunate photos, unwanted comments or written libel, sending malicious emails or text messages on mobile phones.

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. Bully often relies on several of these but emotional bullying seems more consistent than physical bullying as a national pattern.

Signs of bullying:

- Pupil becomes introverted.
- Pupil changes character.
- Traces of physical abuse.
- Reluctance to come to school.
- Reluctance to go out and play.
- Standard of work declines.
- Depression.
- Pupil loses confidence.
- Pupil spends a lot of time alone.

Groes-wen Primary School's Parliament's message to School Pupils

If you feel bullied, we encourage you to:

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

What do 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 by:

- they share concerns with you.
- feelings about school suddenly change, e.g. not wanting to come to school.
- a change in her behaviour at home, e.g. frustration, becoming introverted.
- others are reading information with you, e.g. your child's friend / those of your child's friend.

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.

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

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

Come straight with this information to the school. At Groes-wen Primary School we take all conversations about bullying very seriously. Although an emotional time for everyone, it is essential that the information is read 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.

School Staff Responsibilities

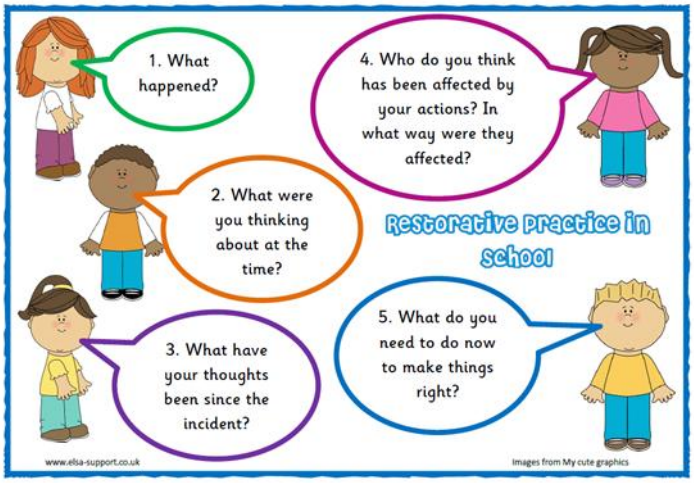
We as staff are going To adopt the way of questioning pupils who are following the restorative approach (HMS 12.04.21);

First it will be necessary to follow the seduction strategies;

- Breathe
- Reach out
- Read
- Quiet time
- Colouring
- Sensory equipment – tents, blankets, teddy's
- Label – list things around Him (5 4 3 2 1)
- Count
- Fresh air – walking
- Harassment tool

Then the questioning method;

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



At Groes-wen Primary School, staff will:

- ensuring there is time to listen to pupils, taking what they hear seriously, and ensuring that the pupil is not wary or embarrassed.
- be aware of the places in school where violent behaviour can occur.
- establish regular opportunities to discuss bullying in class.
- regularly praise good behaviour and follow the school's behavioural actions.
- examine their own behaviour to ensure they are not guilty of bullying.
- ensuring that everything done sends the message that bullying is not acceptable.
- keeping records of any troubling incidents
- deals with the situation in accordance with the school policies that apply
- contact the headteacher immediately if there is any suspicion of bullying taking place.

Responsibilities of the Governors

At Groes-wen Primary School, the Governors have a key role in ensuring the wellbeing and safety of the school's pupils. The governors shall:

- ensure they understand and are familiar with the policy Respect others.
- support staff as they implement the policy.

- play a key role in reviewing and maintaining the policy.

How will the school respond?

At Groes-wen Primary School 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

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

4 – Depending on the severity of the situation, the school will follow disciplinary action and consult with external agencies, e.g. the county's conduct team, a school police officer.

Processes Sustaining the 'victim'	Processes of maintaining the 'bully'
Members of staff will be assigned to keep an eye on the pupil There will be daily / weekly 'hosting' meetings for the first few weeks (depending on the child's needs) 'Universe system' with other pupils during playtimes and lunch There will be a review period at the end of half term where we will discuss the situation with the pupil and parents to determine the sequential steps	A discussion with the pupil will be required to establish why this happened and to ensure they understand the implications of their behaviour There will be a joint meeting between the pupil, their parents and the school to ensure clear messages between all pupil networks. Disciplinary action will be determined, e.g. Write a letter to the victim; Internal expulsion for an appointed period; Pupil Individual Behavioural Programme If the behaviour of bullying continues then expulsion for a period of time will be an obsession. **It should be noted, however, that the decision here will be taken according to the wisdom of the Headteacher and possibly could be expelled immediately when it is felt that the pupil's conduct constitutes a threat.** Put sequential steps in place to remove any bias perceived by the pupil, e.g. workshop support, interventions, oral stories, small group PSE sessions, consultation with the school police officer and the county's behaviour team.

Promoting pupils' day-to-day understanding

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

- Working with the School Policeman to run a workshop about bullying with the pupils.
- Host Anti-Bullying Week.
- Host Web Safety Week.
- Consistent services challenge stereotypes and bullying situations.
- One class visits a workshop 'Show Racism the Red Card'.

As already stated, at Ysgol Gynradd Groes-wen Primary School we place emphasis on the wellbeing and happiness of every single child and that they develop to be healthy and confident and ready to learn in a homely 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 in formulating this policy:

Respecting Others Document, LLywodraeth Cymru, 2011

Are you being bullied?, Welsh Government

Head Teacher's signature:

Date: 15.10.26

Signature of the Chair:

Version:	*4.0*
Review Date:	*Autumn 2027*

What could w do if I am bullied?

Useful Websites

Gwefan Bullying UK:
https://www.bullying.co.uk/

Kidscape website:
https://www.kidscape.org.uk/

Gwefan Bullies Out:
https://bulliesout.com/

Childline website:
https://www.childline.org.uk/info-advice/bullying-abuse-safety/

Dull Adferol:

Wales Restorative Approaches Partnership (WRAP) (restorativewales.org.uk)

Be proud of yourself... you are not the problem!

Tell someone you trust.

Be kind to others... Help others who are being bullied.

1. Trying to get out of the situation as quickly as possible.
2. Tell a gender you are infatuated with them - an adult (family / teachers) or a friend.
3. Don't blame yourself - it's not your fault!
4. Don't respond back - this can make the situation worse.