

# Anti Bullying Policy



**St. Mary's**  
Catholic Primary  
School

## **Mission Statement**

***Journeying in the Light of Christ... together, we live and learn***

**Reviewed April 2025**

## **Aims and Purpose of this Policy**

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.

Bullying of any kind is unacceptable and will not be tolerated at St. Mary's. At our school the safety, welfare and well-being of all our pupils and staff is key priority. We take all incidents of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination.

We actively promote values of respect and equality and work to ensure that difference and diversity are celebrated across the whole school community. We want to enable our pupils to become responsible citizens and to prepare them for life in 21st Century Britain. These values reflect those that will be expected of our pupils by society, when they enter secondary school and beyond into the world of work or further study.

We are committed to improving our school's approach to tackling bullying and regularly monitor, review and assess the impact of our preventative measures

## **Definition of Bullying**

Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards an individual or group.

The STOP acronym can be applied to define bullying – Several Times On Purpose.

The nature of bullying can be:

**Physical** – such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone.

**Attacking Property** – such as damaging, stealing or hiding someone's possessions.

**Verbal** – such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone.

**Psychological** – such as deliberately excluding or ignoring people

**Cyber** – such as using text, e mail or other social media to write or say hurtful things about someone.

Bullying can be based on any of the following things (this is not an exclusive list):

- Race or ethnicity (racist bullying)
- Religion or belief
- Culture or class

- Gender (sexist bullying)
- Sexual orientation (homophobic or biphobic bullying)
- Gender Identity (transphobic bullying)
- Special Educational Needs or disability
- Appearance or health conditions

No form of bullying will be tolerated and all incidents will be taken seriously. Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

It is necessary to draw a clear distinction between acts of bullying and everyday social contact that involves minor fallouts and disagreement. Children need to be prepared for this aspect of life by learning how to deal with minor matters themselves. Bossiness/assertiveness should not be confused with bullying, or being quiet with being a victim of bullying. Minor instances often arise out of misunderstandings and disagreements, rather than a deliberate targeting of an individual. We as a school endeavour to model and support children to deal with these situations sensitively, maturely and with respect and consideration.

### **Procedures for dealing with bullying**

Report bullying incidents to staff. All staff in school listen to the incidents children report. All incidents of bullying or perceived bullying are recorded on CPOMS (an online recording and monitoring system) Parents of both the alleged victim and the child who is accused of bullying will be informed of the incident. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem. The bullying behaviour or threats of bullying must be investigated. Appropriate action is taken in accordance with the behaviour policy, please also see actions listed below. An attempt will be made to help the bully (bullies) change their behaviour If necessary and appropriate, police will be consulted. The Headteacher monitors the log. Incidents are reported (in figures) to the Governors on a termly basis.

### **Outcomes**

After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place. If possible, the pupils will be reconciled. We have a clear behaviour policy, which is based on positive reinforcement of good behaviour, encourages children to consider their rights and also their responsibilities, and clearly states high expectations and lists consequences of poor behaviour. The school works very hard on a daily basis to promote positive relationships in our community which has a very positive impact. This allows us to be pro-active rather than just reactive in dealing with bullying. Learning about bullying and related issues is built into our PSHE curriculum. All children cover focused work on bullying and as a school we have an Anti-Bullying Focus Week. Through assemblies and collective worship bullying, fairness and issues of social justice are addressed. Through our Religious Education pupils learn about respect, love and kindness. Maintaining and encouraging healthy social relationships form part of our daily routines.

For pupils who repeatedly bully, the following actions may be taken:

- Parents called to a meeting.

- The pupil experience a withdrawal of playtimes
- The pupil experience the withdrawal from school during lunchtime
- The Local Academy Committee will be informed
- The school will involve outside agencies
- A Fixed Term suspension
- As a last resort, a Permanent exclusion

### **Parental responsibilities**

- Parents can assist in combating bullying by not accepting bullying behaviour and by being positive role models. Parents should stress to children the importance of reporting to an adult when they think someone is being bullied.
- To support the school rules
- To keep school informed of any difficulties children are experiencing
- To support school in the sanctions it delivers
- Be positive about school in the presence and hearing of children
- Support reasonable requests and decisions taken by school
- Not automatically dismissing the suggestion that their own child could be involved in bullying another child and work positively with school to change the behaviour

### **Pupil Responsibilities**

This policy is effectively enforced in our supportive school climate where children and staff have an understanding of bullying and expectations. The children and staff are expected to be responsible for their personal conduct and behaviour and support others by reporting concerns and promoting anti-bullying messages and positive citizenship.

- Respect and follow school rules
- Always seek to make a positive contribution to school life
- Educate themselves regarding what bullying is
- Report all incidents of bullying
- Act in a respectful and supportive manner to their peers, reporting any suspected incidents where the victim may be afraid to report him/herself
- Refrain at all times from any behaviour which would constitute bullying or interpreted as bullying behaviour

### **Staff Responsibilities**

- To be consistent
- To be fair and just
- To listen
- To enable reporting mechanisms for children including Zones of Regulation
- To record reported incidents following school procedures
- To investigate reported incidents following school procedures
- To seek advice where necessary

### **Headteacher's Responsibilities**

- To make / ratify the decision of if the reported bullying is confirmed to be bullying or not.
- To report termly to the Local Academy Committee the number and types of reported and confirmed bullying
- To monitor the implementation of the policy

### **Local Academy Committee Responsibilities**

- To monitor the implementation of school policy
- To monitor the frequency and types of incidents. The Headteacher's report will contain details of this.
- To monitor the re-occurrence rate of bullying behaviour.
- To monitor the actions being taken in school to remedy and correct bullying behaviour and its implications.

### **Home School Agreement / Code of Conduct / Acceptable Use**

All families sign the above documents which are intended to guide and remind parents and children of our expectations about behaviour.

### **Evaluation Procedures**

- All bullying incidents are logged and passed onto the Senior Leadership Team to monitor
- Through pupil voice feelings about safety and bullying are shared
- The number of recorded incidents of bullying are monitored