

# ST MARY'S CATHOLIC PRIMARY SCHOOL

## Anti-Bullying Policy



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	Committee:	PASTORAL
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## **Statement of Intent**

St Mary's Catholic Primary School is committed to providing a supportive, caring and safe environment in which all children are free from the fear of being bullied. As a school we take bullying and its impact seriously. Bullying of any form is not tolerated at St Mary's Catholic Primary School, whether carried out by a child or an adult.

Staff, children and parents or carers will be made aware of the school's position on bullying. Bullying behaviour is unacceptable in any form. The school has high expectations of outstanding behaviour and we consistently challenge any behaviour that falls below this. Anyone who knows that bullying is happening is expected to tell a member of staff.

Any child who is a victim of bullying will be dealt with in a sympathetic manner. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff informed, and then discussed with the headteacher. A clear account of the incident will be recorded using our logging system. All staff will be informed so that close monitoring of the victim and bully can begin. Parents of both parties will be informed.

## **The purpose and scope of this policy statement**

This policy has been developed and implemented in consultation with the whole school community including pupils, parents/carers, staff, governors and partner agencies. It was written with reference to the Equality Act 2010.

St Mary's Catholic Primary School promotes values which reject bullying behaviour and promote co-operative behaviour. Tackling bullying matters.

The purpose of this policy statement is:

- to prevent bullying from happening between children and young people who are a part of our organisation or take part in our activities
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- to provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.

This policy statement applies to anyone working on behalf of St Mary's Catholic Primary School, including senior leaders, paid staff, volunteers, sessional workers, agency staff and students.

Separate documents set out:

- our code of behaviour for children, young people and adults
- our policies and procedures for preventing and responding to bullying and harassment that takes place between adults involved with our organisation.

## **Legal framework**

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in the UK. Key legislation and guidance includes:

- bullying and cyberbullying
- online abuse
- child protection in each nation of the UK.

### **We believe that:**

- children and young people should not experience abuse of any kind
- we have a responsibility to promote the welfare of all children and young people, to keep them safe and operate in a way that protects them.

### **We recognise that:**

- bullying causes real distress and affects a person's health and development
- in some instances, bullying can cause significant harm
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse
- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

### **What is bullying?**

We recognise that many children and young people will experience conflict in their relationships with other children and young people and as a school we are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others.

Bullying often gets confused with relational conflict. A clear distinction is made below between 'relational conflict' (referred to as 'unkind behaviour' with the children) and 'bullying behaviour'.

At St Mary's Catholic Primary school, our definition of relational conflict is:

***A struggle, disagreement, argument or debate that takes place between two people within a friendship or other relationship.***

***It is a natural part of human relationships and anyone who interacts with other people is going to experience conflict.***

***Children who are developing socially will experience many conflicts at home, in the community and at school.***

At St Mary's Catholic Primary School, our definition of bullying is:

***"The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online"***

For clarity, bullying includes a range of abusive behaviour that:

- is repetitive
- is hurtful
- is intentional
- involves a power imbalance

### **Why is it important to respond to bullying?**

There is considerable evidence to show that bullying has both short term and longer term impact on pupils. Bullying impacts on pupils' wellbeing, can impact on attendance and become a significant barrier to learning. Bullying is associated with lower levels of school engagement and achievement both in primary and secondary schools and can lead to mental health concerns such as anxiety and depression.

**Bullying is unacceptable. Our school will respond promptly and effectively to reported incidents of bullying.**

In our school community:

- Everybody has the right to be treated with respect.
- Everybody has the right to feel happy and safe.
- No-one deserves to be a target of bullying.
- Pupils who bully need to learn different ways of behaving.

National research has shown that some groups of pupils are particularly vulnerable to bullying these include pupils with SEND, looked after children, pupils from minority ethnic groups or faiths, young carers, LGBT pupils and those perceived to be LGBT.

### **Types of bullying behaviour**

Bullying can take many forms:

- Emotional - being unfriendly, excluding, tormenting, threatening behaviour
- Verbal - name calling, sarcasm, spreading rumours, teasing, use of derogatory language
- Physical - pushing, kicking, hitting, punching or any use of violence
- Extortion - demanding money/goods with threats
- Online – use of social media, messaging and calls. Misuse of associated technology e.g. photos and videos.
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact, sexually abusive comments
- Homophobic or biphobic - bullying because of sexuality or perceived sexuality

- Transphobic – because of gender identity or perceived gender identity

## **Preventing Bullying**

We foster a clear understanding that bullying, in any form, is unacceptable. We believe that preventing bullying is the responsibility of our whole school community and when there are incidents of bullying we will work together to deal with the situation and to learn from what has happened.

In our school we do this by:

- Involving the school community in developing our policy.
- Using assemblies and time in class to ensure that pupils understand the differences between relational conflict and bullying.
- Building a positive ethos based on respecting and celebrating all types of difference in our school.
- Creating a safe and happy environment, with consequent positive relationships that have an impact on learning and achievement.
- Having a positive ethos that all pupils, staff and parents understand.
- Work in school which develops empathy, social skills and emotional understanding e.g. PSHE, social and emotional learning programmes, circle time and buddies.
- Raising awareness of online bullying through regular internet safety lessons.
- Adopting a social model approach to bullying. Diversity is valued and everyone is included in our school.
- Focussed work with individuals and groups of pupils where required to support understanding and development of social skills.
- Ensuring playground and midday staff are trained and we have a range of activities at lunchtime to promote positive play.
- Offering training to all school staff around bullying, including specific guidance on those groups who are most likely to be bullied.

## **We will seek to prevent bullying by:**

- developing a code of behaviour that sets out how everyone involved in our organisation is expected to behave, in face-to-face contact and online, and within and outside of our activities
- holding regular discussions with staff, volunteers, children and families who use our organisation about bullying and how to prevent it focussing on:
  - responsibilities to look after one another and uphold the behaviour code
  - practising skills such as listening to each other
  - respecting the fact that we are all different

- making sure that no one is without friends
- dealing with problems in a positive way
- checking that our anti-bullying measures are working well.
- providing support and training for all staff and volunteers on dealing with all forms of bullying, including racist, sexist, homophobic, transphobic and sexual bullying
- having clear and robust anti-bullying procedures in place.

### **Reporting bullying**

In our school pupils are encouraged to talk to staff when they are unhappy or have concerns. Pupils in our school understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe.

Pupils are encouraged to report bullying to:

- A trusted adult
- Their class teacher/learning support assistant
- Their buddy

Each class has a post box where children can report their concerns if they do not feel confident speaking to an adult. This is called, *'things I want my teacher to know.'*

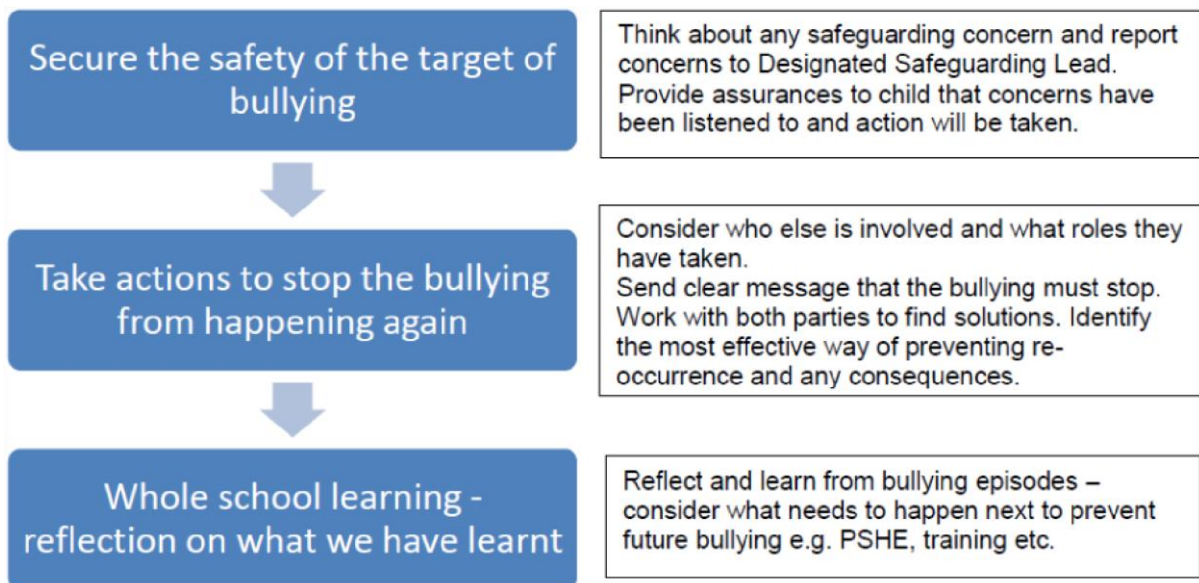
Children are taught that it is important to talk to a trusted adult if bullying is taking place outside of school.

Parents are also encouraged to report concerns and bullying to named individuals. This is normally the class teacher.

When pupils report their concerns our staff are trained to LISTEN and to BELIEVE. We involve children as far as possible in finding solutions.

We monitor and review all bullying incidents to determine any patterns or trends that may require further action.

## Responding to Bullying



On a regular basis we give pupils the opportunity to feedback on how safe and happy they feel at school, we do this through pupil questionnaires and School Council meetings.

All staff are required to write a log when dealing with incidents of bullying. This should be completed as soon as possible and the Designated Safeguarding Lead notified.

### Procedures for parents:

- If a parent has any concerns about their child, they should speak to the class teacher immediately. If a parent thinks bullying is the issue, the matter will be referred to the headteacher. The headteacher is always informed of any bullying concerns at St Mary's Catholic Primary School and monitors the situation carefully.
- If a parent feels unable to talk to the class teacher, they can make an appointment to speak directly with the Headteacher.
- The school will work with both the child and the parents to ensure that any bullying is stopped and that support is given where needed.
- Parents should not confront the bully or their parents. This can complicate the situation and distress the pupil.
- The school will deal directly with all children involved and their parents directly. Parents will be kept informed of any actions the school is taking.
- If parents feel that their concern has not been dealt with appropriately they should follow the schools complaints policy.

All members of the school community, including pupils, staff, parents and governors, are expected to treat everyone with dignity respect at all times. This includes both face-to-face contact and online.

## **Diversity and inclusion**

We recognise that bullying is closely related to how we respect and recognise the value of diversity.

We will be proactive about:

- seeking opportunities to learn about and celebrate difference
- increasing diversity within our staff, volunteers, children and young people
- welcoming new members to our organisation.

## **Related policies and procedures**

This policy statement should be read alongside our organisational policies and procedures including:

- safeguarding and child protection policy and procedures
- managing allegations made against a child or young person
- managing allegations of abuse made against staff and volunteers
- code of conduct for staff and volunteers
- equality, diversity and inclusion policies.

## **Contact details**

### **Nominated anti-bullying lead**

Name: Alex Downing

### **Designated Safeguarding Leads**

Name: Nicola Brown, Alex Downing, Nikki Salt