

**St Catherine of Siena Catholic Primary
Anti-bullying Policy**

School Mission Statement



As a Catholic school, St Catherine's is a community in which all can grow in the knowledge and love of God, themselves and the world in which they live.

Aims

*To promote God, Gospel values, spirituality and
faith in Jesus Christ.*

*To promote the development of each individual
to have respect for themselves for one another and other faiths and cultures.*

*To provide a rich, broad and balanced curriculum,
allowing all to achieve their best.*

*To provide a warm, welcoming, caring
environment which is safe and stimulating.*

*To promote a strong partnership between
School and the wider community.*

Be who God meant you to be and you will set the world on fire.

Statement of Intent

We believe that everyone at St Catherine's Catholic Primary School has the right to be themselves, to be included and to learn in a safe and happy environment. Everyone at our school is equal and treats each other with respect, kindness and understanding. Only if this is the case will all members of the school community be able to achieve to their maximum potential.

Bullying of any kind is unacceptable and will not be tolerated at our school. At our school the safety, welfare and well-being of all pupils and staff is a key priority. We take all incidences 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 is celebrated across the whole 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 in 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.

All children should feel confident and secure to tell where bullying occurs and know that they will be listened to, and that prompt and effective action will be taken to stop the bullying. All children have a right to expect protection from adults in a position of care and responsibility.

All adults in school will actively listen to children and young people. Victims of bullying will always be treated in a supportive manner so that they can feel secure in communicating their concerns. All adults will take prompt and effective action to act on any information received.

The ethos of the school ensures that children learn and develop in all aspects and that children and their families are given the appropriate guidance and support. This policy outlines how we make this possible.

Aims

- To ensure our ethos promotes an environment where all in the school community treat each other with respect and kindness and understand why this is the right way to behave.
- To prevent all forms of bullying amongst children, by encouraging good behaviour and an understanding by all about how our actions affect others.
- To seek to prevent any forms of bullying through an approach that talks to children to educate them about issues of difference, prejudice, equality and understanding.
- To challenge any form of bullying and act promptly and effectively to support children where bullying occurs.
- To ensure that all in the school community understand that bullying in any form will not be tolerated.
- To challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build the Christian ethos of the school.
- To clearly communicate our anti-bullying policy to children, staff, parents and Governors.

Definition of Bullying

To Bullying is behaviour by an individual or group, repeated over time where there is an imbalance of power that intentionally hurts another individual or group either physically or emotionally.

Bullying can take many forms and is often motivated by prejudice against particular groups. It can be:

- **Emotional/Psychological**
Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), damage to reputation (eg spreading rumours about someone), taking somebody's belongings, isolation, refusal to work/play with others, revealing of personal information, impersonation.
- **Physical**
Pushing, kicking, hitting, punching or any use of violence
- **Racist**
Racial taunts, graffiti, gestures. Incidents related to religion or culture come under this heading too.
- **Sexual**
Unwanted physical contact or sexually abusive comments.
- **Homophobic or transphobic**

Because of, or focussing on the issue of sexuality or insulting someone's gender identity or transgender people.
- **Related to Disability, SEN, Health**
Any incident perceived to be insulting to people with medical, mobility, sensory or mental health or learning impairments.
- **Verbal**
Name-calling, sarcasm, spreading rumours, teasing
- **Cyber**
All areas of internet, such as email, social media sites such as whatsapp, snapchat and social networking sites., Mobile threats by text messaging & calls, misuse of associated technology , i.e. camera & phone & video facilities, inciting questions about a person or persons to cause upset, threats or blackmailing online.

Cyber-bullying

The Department for Education in its guidance document, "Preventing and Tackling Bullying" describes cyber-bullying and the impact of technology on creating a new medium for bullying. "The rapid development of, and widespread access to, technology has provided a new medium for 'virtual bullying', which can occur inside or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click."

Bullying is not:

- An isolated incident, a falling out or a one off disagreement.

Actions the School will take to Tackle Bullying

- Prevention is better than cure. Our anti-bullying approach is underpinned by our Behaviour and Discipline Policy which promotes positive behaviour in our school. It creates a climate where pupils behave well, take responsibility for other's emotional and social well-being and include and support each other. Whole school rules and positive reward systems reinforce the responsibility of all to show care and respect for each other.
- We promote appropriate behaviour through direct teaching and by creating an emotionally and socially safe environment where these skills are learned and practised. Our aim is to create a climate where bullying is not accepted by anyone within the school community.
- We use the curriculum whenever possible to reinforce the ethos of the school and help pupils to develop strategies to combat bullying-type behaviour. Awareness-raising takes place through Anti-bullying week, School Assemblies, Drama workshops and circle time.
- An anti bullying leaflet displayed in school.
- STAFF: All school staff, both teaching and non-teaching (for example midday supervisors, caretakers) have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's measures to prevent bullying. If staff are aware of bullying, they should reassure the pupils involved and inform their class teacher.
- The following staff are anti-bullying leads: Ms Penn, Mr Ashton and Mrs Bennett
- Senior Staff: The senior leadership team and the headteacher have overall responsibility for ensuring that the anti bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and well being of all young people. In addition to the designated anti bullying leads, Mrs Leck is the senior leader responsible for anti-bullying.
- Parents and Carers: Parents and carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and carers should encourage their child not to retaliate and should support and encourage them to report the bullying. Parents and carers can report an incident of bullying to the school either in person or by phoning or emailing a member of staff via the school office.
- Pupils: Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. They should never be bystanders to incidents of bullying, but should offer support to the victim and, if possible, help them to tell a trusted adult.
- All incidents of bullying will be reported to the Governing Body each term by the Headteacher.

Responding to Bullying:

When bullying has been reported, the following actions will be taken:

- Staff will record the bullying incident centrally on CPOMs. Designated school staff will monitor incident reporting, and information recorded on CPOMs analysing and evaluating the results.
- Designated school staff will produce termly reports summarising the information, which the headteacher will report to the governing body.
- Staff will offer support to the target of the bullying in discussion with the pupil's class teacher. Individual meetings will then be held with any target of bullying to devise a plan of action that ensures they are made to feel safe and reassured that the bullying is not their fault. Action plans will make use of Early help if it is appropriate and other school initiatives such as playground buddies.
- Staff will pro actively respond to the bully who may require support. They will discuss the targets with the class teacher to devise a plan of action.
- Staff will decide whether to inform parents or carers and where necessary involve them in any plans or actions.
- Staff will assess whether any other authorities (such as police) need to be involved, particularly when actions take place outside of school.
- Keep records of incidents that staff become aware of and how it is dealt with. Continue to monitor and follow up incidents to check the bullying has not started again.

Bullying outside of School

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during school holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils' well being beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities as outlined in this policy.

Derogatory Language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded on CPOMs and follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language.

Prejudice- based Incidents

A prejudice- based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitored in school, with the headteacher reporting incidents to the governing body on a termly basis. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

School initiatives to prevent and tackle bullying

We use a wide range of measures to prevent and tackle bullying:

- A child friendly anti-bullying policy ensures all children understand and uphold the anti bullying policy.
- The PSHE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying.
- School assemblies help raise pupils' awareness of bullying and derogatory language.
- Difference and diversity are celebrated across the school through diverse displays, books and images. The whole school participates in events including Anti Bullying week, Black History month and the use of picture books to tackle prejudice and discrimination.
- The school values of equality and respect are embedded across the curriculum to ensure that it is inclusive as possible.
- Stereotypes are challenged by staff and pupils across the school.
- Pupil led programmes offer support to all pupils, including those who may have been the target of bullying.
- Restorative justice programmes provide support to targets of bullying and those who show bullying behaviour.
- Pupils are continually involved in developing school wide anti bullying initiatives through consultation with groups such as school council, friendship surgeries and through pupil, staff and parent surveys.

Monitoring and Reviewing

The headteacher is responsible for reporting to the governing body on how the policy is being enforced and upheld, via the termly report. The governors are in turn responsible for monitoring the effectiveness of the policy via the termly report and by in school monitoring such as school visits and focus groups with pupils.

The policy is reviewed every 12 months in consultation with the whole school community including staff, pupils, parents, carers and governors.

February 2026