

St Bede's Catholic Primary School



Anti-Bullying Policy

Date updated: September 2025
Review Date: September 2026

Introduction

Catholic belief is that all people are created in the image and likeness of God and as such, should all be treated justly. "The dignity of the human person is rooted in his or her creation in the image and likeness of God." Catechism of the Catholic Church

At St Bede's, we strive to ensure that this belief is put into practice so that all are welcome. We work to ensure that each person, in all their uniqueness, is able to thrive in our Catholic school, irrespective of gender, race, religion, ethnicity, socio-economic background, physical appearance, disability or the actual or perceived sexual orientation of themselves or of their parents/carers.

This sense of a supportive and accepting community is clearly expressed through our mission statement:

'Inspired by Jesus to care, to serve, to do our best.'

St Bede's Anti-Bullying Policy is part of our whole school Safeguarding Systems.

Links to existing policies:

- Safeguarding Policy
- Behaviour Policy
- Safe Internet Access/ Online Safety

Principles

St Bede's Catholic Primary School seeks to provide a safe, secure and positive environment in which children and young people can develop and grow making full use of the range of facilities available to them. Bullying in any form is unacceptable and will not be tolerated by any member of our school community.

Our Mission Statement clearly identifies the need for all children, young people and adults to be treated with respect, dignity and understanding, and to participate in any activity free from intimidation.

At St Bede's, we will seek to ensure that we will:

- Actively listen to children and young people.
- Act appropriately on information received.

Inspired by Jesus to care, to serve, to do our best

In doing this we will ensure that a safe, secure and positive environment exists enabling all who work within our school community do so in the knowledge that help, support and above all action will be taken to eradicate bullying.

Definition of bullying

We define bullying as the intentional abuse of power by an individual or group with the intent and motivation to cause distress to another individual or group. It may be physical, sexual, verbal or psychological in nature. It may occur frequently or infrequently, regularly or irregularly, but it should be taken seriously even if it has only occurred on one occasion.

Not all aggressive behaviour is bullying. Behaviour which appears to be bullying may be exhibited by some children, especially very young children, without the intention or awareness that it causes distress.

‘Not all situations in which children and young people are involved in conflict or relationship difficulties can be understood as bullying, Relationship conflict is one way of describing such non-bullying situations.’ Anti-bullying Alliance.

Relationship conflict

Relationship conflict differs from bullying in several keyways.

- 1) There is not a power imbalance. For example, it may involve two friends who have fallen out with each other.
- 2) For the most part it is respectful.
- 3) It happens occasionally and is not a common aspect of the interaction between the children.
- 4) Afterwards the children involved are remorseful and make efforts to resolve the situation.

Types of bullying behaviour:

- 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

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.

Preventing bullying

Our approach to bullying, dealing with incidents and supporting pupils. We believe that if children are encouraged to be good citizens in an environment where they feel known, valued and accepted then it will minimize the occurrence of bullying.

We feel it is important to create an atmosphere where our children know that they will be listened to and where their problems and worries are taken seriously and responded to with sensitivity. Bullying is always unacceptable and always serious. We are committed to creating a safe environment where children can learn and play, can talk about their worries, confident that an adult will listen and will offer help. Through a variety of planned activities across the curriculum such as pastoral care, House Group, Assemblies and by following the St. Bede's Way, children gain in self-confidence and develop strategies to speak up for themselves and express their own thoughts and opinions.

Reporting an incident of 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:

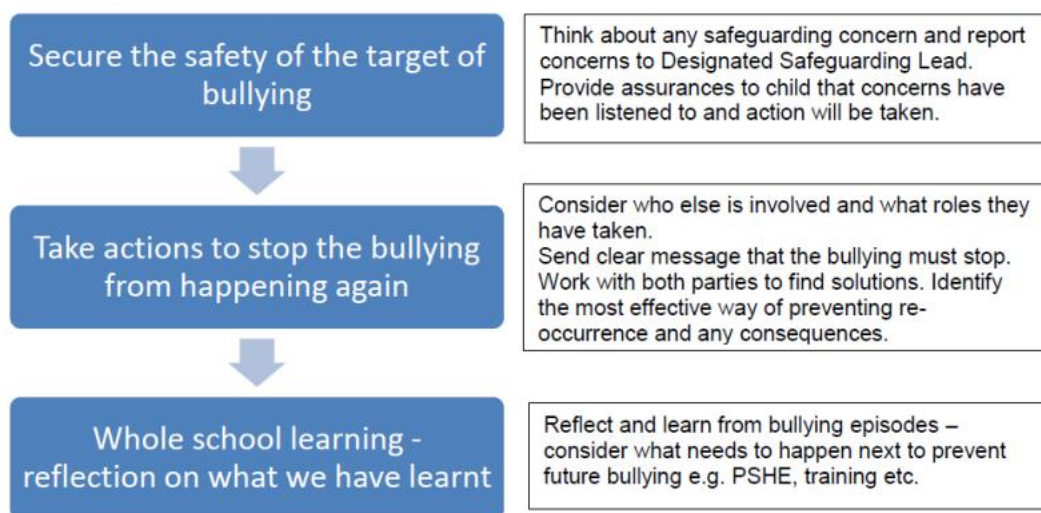
- A trusted adult

- Their class teacher/TA
- Peer mentors or buddies

If they do not feel confident speaking to an adult. 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 / tutor. When pupils report their concerns, our staff are trained to LISTEN and to BELIEVE. We involve children as far as possible in finding solutions.

All incidents of bullying should be reported to the headteacher or deputy headteacher who will investigate the bullying concern,

Responding to bullying



All incidents of bullying should be reported to the headteacher or deputy headteacher who will investigate the bullying concern and take appropriate action.

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 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 school 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.

Staff

We will do this by:

- Encouraging children to talk openly about their experiences in lesson time and particularly as part of our PSHE Programme.
- Making all children aware of the consequences of being bullied and being a bully.
- Provide a direct line of communication, if necessary, to a child with genuine fears. This will be directly to the Head Teacher and/or the Deputy Head Teacher.
- Using our House Groups as a way of promoting friendship and 'looking after one another'.
- Ensuring that any child who alleges they are being bullied is made safe.
- Investigating all concerns.
- Respecting confidentiality.

Governors

We will do this by:

- Delegating responsibility for the implementation of this policy to the Head Teacher and Acting Head Teachers.
- Producing brief written guidelines for all staff in effectively carrying out their role within school (APPENDIX 1).
- Ensuring that all staff are aware of the importance in developing and maintaining positive relationships with children.
- Providing a safe, listening environment in which adults are able to listen to concerns regarding bullying behaviour.
- Raising awareness through school assembly and visitors to school to tackle bullying issues.
- Positively encouraging co-operative behaviour and reward non-aggressive behaviour.
- Identifying and providing appropriate training in relation to bullying behaviour.
- Recording any concerns and action taken to prevent or deal with bullying behaviour on our CPOMS system.
- Monitoring the frequency and nature of bullying within our school.
- Reviewing our policy and procedures on a regular basis.

Headteacher

We will do this by:

- Making new parents aware of the school's Anti-Bullying Policy via the School Prospectus, Induction Meetings and School Website.

- Providing brief written guidelines for parents who believe their child may be experiencing bullying behaviour (APPENDIX 2).
- Ensuring confidentiality.
- Involving parents and other organisations, if necessary, at an early stage.
- Listening to parental concerns and taking appropriate action.
- Reporting back to parents on progress of investigations.
- Provide parents with a policy for complaints if they feel that the matter has not been dealt with appropriately.

Governors

We will do this by:

- Receiving reports from the Head Teacher on the implementation and management of this policy.
- Investigate complaints from parents in line with the school's complaints policy.
- Reviewing our policy and provision on a regular basis.

Monitor and Evaluation

The Senior Management Team will monitor this policy and its implementation and effectiveness.

The Governors will monitor this policy as part of the annual monitoring programme adopted by the Governing Committee.

APPENDIX 1 ANTI-BULLYING POLICY GUIDELINE

APPENDIX 1 GUIDELINES FOR STAFF ON ANTI-BULLYING

The following actions are appropriate for use with children who are bullied and those who are involved in bullying.

Ensure that bullying incidents are dealt with promptly.

- Ensure the immediate safety and well-being of the children.
- Protect and support all parties while the issues are being resolved.
- Take the necessary steps to stop the bullying.

This could include:

- Listen to the children and show sympathy and concern.
 - Discuss the incident and subsequent consequences.
 - Consider a range of strategies to ensure bullying does not occur again.
- Record incidents (APPENDIX 2) and action being taken and notify the Head Teacher and/or Deputy Head Teacher.
 - If necessary – inform parents and discuss the situation with them calmly. The decision to talk with parents is at your discretion. As a broad measure you may consider a single incident may not be worth reporting at this stage. On the other hand, this incident may follow a pattern and intervention may be needed at this point.
 - If you feel at any time that the situation could get out of hand, or you need the support of either the Head Teacher or Deputy Head Teacher, do not hesitate in seeking support.
- Once the Record of Incidents and Action (APPENDIX 2) has been handed over to the Head Teacher or Deputy Head Teacher it becomes their responsibility.
- Maintain contact and work with parents.
 - Always respond calmly and consistently.

Listen, Take Action, Record, Follow Up

APPENDIX 2 GUIDELINES FOR PARENTS OF CHILDREN BEING BULLIED

Your child has the right to be safe.

Your child has the right to expect other people, including yourselves, to help keep him or her safe.

If you suspect that your child is being bullied:

- Talk to your child about what is happening.
- Above all else, be calm.
- Show sensitivity.
- Show concern.
- Reassure your child that he or she is not to blame.
- Keep a record of what your child tells you. Include details such as names, dates, time and nature of incident. You may wish to record this privately.
- Do not pressurise your child – give them space and time.

Inspired by Jesus to care, to serve, to do our best

Once you are certain of the concerns, if at all possible, act with your child's agreement.

Contact someone in school. This would normally mean contacting your child's teacher. Your child's teacher will deal with the concern and inform the Head Teacher and/or Deputy Head Teacher and/or the Inclusion Coordinator.

If you believe the incident warrants bypassing your child's teacher – do not hesitate in contacting the person responsible for implementing the Anti-Bullying Policy. At St. Bede's School, the named persons are **Mr Hurst (Teacher) or Mrs McLaren (Deputy head Teacher)**

Maintain contact and work with the school.

Some Do's and Don'ts

- Do listen to your child.
- Do take your child's concerns seriously.
- Do encourage your child to tell you what has been happening and to report any trouble that has been encountered.
- Do help your child to try and find a safe solution.
- Do talk to the school.
- Do look for signs of distress shown by your child.
- Don't ignore your child if they say they are worried about certain people.
- Don't tell your child to 'put up with it'. Bullying is not acceptable and action needs to be taken.
- Don't tell your child to fight back.
- Don't rush off and deal with the situation yourself.

APPENDIX 3 GUIDELINES FOR CHILDREN BEING BULLIED

St Bede's Catholic Primary School seeks to provide a safe, secure and positive environment in which children and young people can develop and grow.

Bullying in any form is unacceptable and will not be tolerated by any member of our school community.

We want everyone in our school to be happy.

If there is a problem, we know that:

- We will be listened to
- Someone will act on the information received

What is bullying?

- Physical bullying
- Name calling – verbal bullying - threats
- Cyber bullying – text, email, MSN, social media
- Lying to get people into trouble
- Spreading gossip
- Stealing or hiding belongings

We want everyone to:

- Feel safe in the classroom
- Not experience peer pressure
- Not be teased or abused
- Be forgiven for our mistakes
- Be respected for who we are
- Be accepted just as we are

If you see bullying:

- Don't laugh or join in
- Tell a teacher
- Speak up for the other children
- Stand by your friends

If you are bullied:

- Tell your teacher and family
- Turn to your friends for support
- Don't blame yourself
- Talk until someone listens