

St. Clare's Catholic Primary School

Anti-Bullying Policy



Member of staff responsible: Mrs. R. Wroblewski (Headteacher)

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Mission Statement

St. Clare's is a Christ-centred family where everyone is valued and respected. We learn and grow, whilst strengthening our relationship with God and one another. Together in His love, we can achieve our full potential.

Play, learn and grow together with Christ

Anti-Bullying Policy

We are guided by God who is at the centre of everything we do. We support each other to be the best we can be. With our parish, families and the community, we work together to create a school that is safe, happy and respectful.

This policy supports St. Clare's mission statement in recognising that each and every person is valued and respected and has a right to learn and work in a safe and purposeful environment. As a Catholic community, we follow Christ's example of encouraging relationships based on the gospel values of peace, justice and reconciliation and believe that all that we do should be founded on these principles.

Aims and Objectives of the Policy

- To promote a consistency of approach and to create and reinforce a climate in which all types of bullying are regarded as unacceptable.
- To ensure there is a shared understanding of bullying behaviour amongst, pupils, staff, parents and carers.
- To ensure that pupils feel able to talk to another pupil or adult in school if they feel that they are being bullied.
- To provide a robust framework for managing incidents and a clear procedure for dealing with incidents involving bullying.
- To demonstrate how the school actively seeks to prevent bullying behaviour.

At St. Clare's we believe that:

- Being fair is not about everyone getting the same (equality) but about everyone getting what they need (equity).
- All behaviour is a form of communication.
- Adults should take a non-judgemental, curious and empathic attitude towards behaviour. We encourage all adults in school to respond in a way that focuses on the feelings and emotions that might drive a behaviour, rather than the behaviour itself. A child with difficulties needs to be regarded as vulnerable, rather than troublesome and we all have a duty to explore this vulnerability and provide appropriate support.
- Strong relationships between staff, pupils, parents/carers and the wider community are vital and these should be built on connection, inclusion, respect and value for all.
- Clear boundaries and expectations around behaviour need to be maintained. In order for children to feel secure, their environments need to be high in nurture and structure with predictable routines, expectations and responses to behaviour.
- Encouraging parental involvement is crucial when addressing and planning support for a child's social, emotional or mental health needs.
- It is everyone's responsibility to respond to and provide for the emotional well-being of a child.

Definition of Bullying Behaviour

Whilst there is no single definition of bullying, it is defined by the Department for Education (DfE) as:

Behaviour that is:

- *repeated*
- *intended to hurt someone either physically or emotionally*
- *often aimed at certain groups, for example, because of race, religion, gender, disability or sexual orientation.*

It takes many forms and can include:

- *physical assault*
- *teasing*
- *making threats*
- *name-calling*
- *cyber bullying.*

Bullying can take the following forms:

- Gesture (non-verbal cues that portray threatening messages or acts. Examples include hand gestures that are offensive or portray acts of violence).
- Verbal (e.g. spreading rumours, name calling, persistent teasing, sarcasm)
- Physical (e.g. pushing, kicking, hitting, punching or any use of violence)
- Extortion (e.g. obtaining money through force or threats)
- Emotional (e.g. exclusion, ridicule, humiliation, tormenting, blackmailing)
- Racist (e.g. graffiti, gestures, comments relating to appearance, racial taunts)
- Cyber (e.g. comments on social media or email, threats made over text and calls, misuse of technology including camera and Artificial Intelligence - AI). Please also refer to our Online Safety Policy.

It is also important to acknowledge that bullying behaviour can and does occur anywhere and everywhere, in schools, within the home and in the community.

Actions NOT considered to be bullying include:

- Not liking or not agreeing with someone.
- Being excluded from a game as a one-off situation.
- Accidentally bumping into someone.
- A single act of telling a joke about someone.
- Arguments or disagreements.
- Expression of unpleasant thoughts or feelings regarding others.
- Isolated acts of harassment, aggressive behaviour, intimidation, or meanness.

St. Clare's Catholic Primary School recognises that bullying is a reality in society but strives, by example and support, to eradicate it in all its forms within the school. It is intended that pupils will see in the relationships between adults and pupils, and between adults and other adults, examples of mutual respect and that all members of the community will be able to work together in an environment free from any form of aggression. It is the responsibility of the Headteacher to ensure the health, safety and welfare of all children in our school.

The Headteacher and all staff will do their utmost to prevent all forms of bullying among pupils by:

- Reminding children of our Mission Statement and duty to value and respect every member of our school community.
- Promoting self-discipline
- Encouraging and rewarding good behaviour, acts of kindness and respect for themselves and others.
- Ensuring that pupils' standard of behaviour is acceptable.
- Supervising pupils' conduct.
- Ensuring that all pupils understand the school's anti-bullying policy (please see also the children's version of this policy) including how to report bullying.

The school will not tolerate any forms of bullying and will:

- Take all bullying problems seriously.
- Investigate all incidents thoroughly.
- Ensure that those involved are listened to separately.
- Obtain witness information.
- Keep a record of the incident, investigation and outcomes.
- Ensure action is taken to prevent further incidents.
- Seek other professional advice/support as appropriate.
- Keep parents informed where appropriate.

This policy should be read in conjunction with the following school policies:

- Anti-Bullying Policy – Children's Version
- Behaviour Policy
- Safeguarding and Child Protection Policy
- Health and Safety Policy
- Special Educational Needs and Disability Policy
- Whistleblowing Policy
- Online Safety Policy
- HRSE Policy

Application of the Policy

This policy applies to the whole school community i.e. all adults, children and young people. It addresses child on child, adult to child, child to adult and adult to adult bullying behaviour. However, for bullying involving adults we follow the agreed procedures for bullying in the workplace.

This policy applies both inside and outside of school; for example, on school trips and sports fixtures.

The school will also support pupils involved in any bullying incidents (including cyberbullying) outside the school day (when they are not on school premises and not under the control or supervision of a member of staff) and where they impact upon the child's well-being in school.

The school will signpost advice and support for children and adults as appropriate.

Under our duty of care, all adults in our school community have a responsibility to challenge and act upon bullying behaviour.

Procedures for Reporting Bullying Behaviour

Through our Anti-Bullying Policy, children should feel confident in expressing personal concerns for themselves or others.

Children may report an incident that relates to themselves or anyone else they know to:

- Any member of staff; for example, their class teacher, teaching assistant, a teacher on duty at playtime, lunchtime staff, senior leaders or any familiar adult in school.
- A fellow pupil.
- Parents, family members or a trusted adult at home.

Children may report verbally or by writing down their concerns.

All staff, volunteers and regular visitors are made aware of the school's policy and must report any concerns to the Headteacher.

If parents suspect bullying, they are expected to contact their child's class teacher in the first instance, who will then follow the school's referral procedure to the Headteacher.

Next steps:

- Following any disclosure of bullying or suspected bullying, the concern must be reported to the Headteacher, Mrs. R. Wroblewski or, in the Headteacher's absence, to the Deputy Headteacher, Mr. W. Parkinson.

Procedures for Dealing with Incidents Including Follow-Up

- The pupil who has been identified as being the target of the bullying behaviour will be spoken to in a safe place and the details ascertained. Parents will be involved according to the level / nature of the disclosure. This is at the discretion of the Headteacher.
- A clear picture of events will be ascertained through investigation, involving input from all parties and witnesses.
- Once facts have been established and agreed, appropriate action will be taken.
- Where appropriate, restorative practices will be employed so that the victim and perpetrator are allowed to restore their relationship in a context of openness, honesty, support and fairness.
- Parents of both parties will be informed where the Headteacher feels that it is appropriate.
- The Headteacher or Deputy Headteacher will follow up by checking in with those involved the following day and then again after 3/4 days to check that there has been no repeat of any incidents.
- The child will be reassured to come straight to the Headteacher in the event that there are any further concerns so they can be dealt with promptly.
- The class teacher will be informed of the full procedure and its outcomes.

Procedures for Recording Bullying Behaviour

- For any incident of bullying, an entry will be documented on the pupil's record in CPOMS.

Procedures for Dealing with Complaints

- The school will always aim to solve any parental concerns quickly. Any complaints about how this policy has been applied should, in the first instance, be made to the Headteacher, who will do everything possible to resolve the issues.
- If there is no resolution, the matter should be taken to the Chair of Governors, Miss. Janet Metcalf, who is contactable via the school office.

Support for Children and Young People, Parents, Staff during and immediately after incidents

- The school recognises that any bullying causes anxiety and worry and can adversely affect self-confidence. The pupil and their parents involved will be offered opportunity

to talk through their concerns in a safe place and will be given additional support or reassurance from members of school staff.

- The perpetrator will be supported to acknowledge and change their behaviour.

Range of Consequences which may be applied

The school recognises that every incident is different and will, therefore, need to be dealt with on an individual basis. Actions will be appropriate and proportionate and will consider the following factors:

- The severity of the incident/s
- The age of the children involved
- The response of all parties

Intervention Strategies

The school may use a range of interventions after any bullying incident. The interventions may include, for example:

- Individual behaviour plans
- Peer support
- Support group approaches (e.g. nurture groups)
- Restorative approaches
- External agency involvement or support, via the Family Support Worker, which may include CFW, CAMHS or the NHS mental health team.

Preventative Measures

The school uses a range of measures to actively prevent bullying behaviour (including cyberbullying). These include:

- Ensuring that pupils know and understand the school's anti-bullying policy
- Providing a safe and secure environment where all pupils are known by staff
- Promoting positive and trusting relationships where children know they will be listened to

- Operating a 'buddy' system between pupils
- Training pupil Play Leaders to support co-operative play at playtimes
- Delivering a comprehensive HRSE curriculum in all year groups, which includes anti-bullying lessons and regular input from the NSPCC and PoL-ED.
- Ensuring that Catholic Values permeate all aspects of school life
- Providing appropriate continuing professional development (CPD) for staff and regular staff meetings where pastoral issues are discussed
- A clearly defined Online Safety Policy

Implementation of the Policy

The Headteacher, Mrs. Wroblewski, has responsibility for ensuring the policy is understood and followed by the whole school community.

Monitoring the Anti-Bullying Policy Process

The Headteacher, Mrs. Wroblewski, is responsible for monitoring the effectiveness of this policy on a regular basis, reporting to the Governing Body on its effectiveness and, if necessary, making recommendations for further improvements.

All incidents of unacceptable behaviour, including bullying, are recorded using CPOMS and are monitored by the school's senior leadership team, discussed at its safeguarding meetings and reported to Governors on a termly basis. The Headteacher keeps a record of any pupil who is suspended for a fixed-term, or who is permanently excluded. It is the responsibility of the Governing Body to monitor the rate of suspensions and exclusions, and to ensure that the school policy is administered fairly and consistently.