

St Mary's Catholic Primary School
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Anti-Bullying Policy

2025 – 26

POLICY DETAILS:

Legal Status: Statutory

Adopted: January 2019

Version Date: September 2024

Last Review: November 2025

Next Review: September 2026

Responsible Person: Governing Body

Introduction

At St Mary's Catholic Primary School, we are committed to providing a **safe, supportive, and inclusive environment** where every pupil can learn and grow without fear of being bullied. Grounded in our Christian values of **Faith, Hope, Love, and Forgiveness**, we promote respect, compassion, and equality for all.

Bullying, in any form, is **unacceptable**, and we will act promptly to prevent it, protect those affected, and support both the victim and the perpetrator. Our aim is to uphold our mission as a Catholic school, ensuring that **all children can learn and develop in a safe and nurturing community**.

Policy Aims

- Ensure that pupils, staff, parents, and the school community understand what bullying is.
- Create a safe, inclusive environment where bullying is not tolerated.
- Set out clear steps for preventing, reporting, and responding to bullying.
- Promote a culture of **respect, kindness, and mutual support**, in line with Christian teachings.
- Address peer-on-peer abuse, including **sexual harassment, sexual violence, sexting, and online harm**.

Definition of Bullying

Bullying is **repeated behaviour intended to hurt, humiliate, or intimidate another person**, physically, emotionally, or socially. Forms include:

- **Physical**: Hitting, kicking, or any physical harm.
- **Verbal**: Name-calling, taunting, threats, or offensive remarks.
- **Relational**: Spreading rumours, exclusion, or damaging reputation.
- **Cyberbullying**: Using digital technology (social media, messaging platforms, online games) to intimidate or harm.
- **Prejudicial**: Based on race, religion, gender, disability, or any protected characteristic (Equality Act 2010).
- **Peer-on-peer sexual harassment or violence**: Including sexting, unwanted sexual comments, or harmful sexual behaviour.

Legal Framework

This policy is underpinned by:

- **Keeping Children Safe in Education (DfE, 2025)** – statutory safeguarding guidance, including peer-on-peer abuse.
- **Education Act 2002 & Education and Inspections Act 2006** – duties to safeguard pupils and manage behaviour.
- **Preventing and Tackling Bullying (DfE, 2017)** – guidance for schools.
- **Behaviour in Schools (DfE, 2022)** – statutory guidance on behaviour and discipline.
- **Equality Act 2010** – protection from discrimination or harassment.
- **Relationships Education, RSE and Health Education (DfE, 2019)** – fostering respectful relationships.
- **Children Act 1989** – safeguarding children's welfare.

Preventing Bullying

St Mary's takes a **proactive approach**:

1. **Promoting Positive Relationships** – through Relationships Education, PSHE, RE, and the wider curriculum, pupils learn empathy, respect, and kindness.
2. **Raising Awareness** – pupils, staff, and parents are informed about signs and effects of bullying through assemblies, workshops, and training.
3. **Encouraging Reporting** – pupils can report bullying safely and confidentially to staff, including class teachers, pastoral leads, or the SLT.
4. **Fostering an Inclusive Environment** – promoting equality, celebrating differences, challenging stereotypes, and preventing prejudice-based bullying.
5. **Digital Safety** – pupils are taught about safe online behaviour, the risks of social media, and responsible digital citizenship.

Reporting Bullying

- Pupils report to any member of staff.
- Parents may report concerns via the school office or email.
- Staff are trained to respond sensitively and effectively; all incidents are **recorded on CPOMS**.

Responding to Bullying

1. **Investigation** – All reports are investigated promptly by SLT or designated staff. Evidence is gathered from all parties.
2. **Action** – May include:
 - Conversations with pupils involved.
 - Applying sanctions according to the Behaviour Policy.
 - Engaging parents of both victim and perpetrator.
 - Referral to external agencies if safeguarding concerns arise (Social Care, CEOP, Police).
3. **Support** –
 - **Victim**: Emotional support, pastoral care, counselling, and ongoing monitoring.
 - **Perpetrator**: Support to understand the impact of behaviour, strategies to change behaviour, and restorative approaches where appropriate.
4. **Follow-Up** – SLT monitors incidents to ensure bullying does not recur and that pupils feel safe.

Sanctions

Sanctions are **graduated and proportionate**, in line with the Behaviour Policy:

- Verbal or written warnings
- Loss of privileges
- Restart programme or internal exclusion
- Fixed-term exclusion
- Permanent exclusion (rare and extreme cases)

Cyberbullying / Online Behaviour

- Misuse of technology to bully others is treated as seriously as in-person bullying.
- The school may sanction pupils for online behaviour occurring off-site **if it materially affects school safety, wellbeing, or learning**.
- Serious incidents are reported to **MASH, CEOP, or Police** as required.
- Pupils and parents receive guidance on online safety and responsible digital behaviour.

Support for Pupils' Mental Health

- Recognising the link between bullying and mental health, pupils may access counselling or pastoral support.
- External agencies may be involved where appropriate.
- The school actively promotes resilience, empathy, and coping strategies.

Monitoring and Review

- SLT regularly monitors bullying incidents using CPOMS and analyses trends by **year group, gender, SEND, and protected characteristics**.
- Reports are provided to the Governing Board termly/annually.
- The policy is reviewed **annually** or sooner if statutory guidance changes or data indicates a need for improvement.

Sources of further information, support and help:

There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available that teachers, parents and children have found useful.

Name of Organisation	Telephone Number	Website
Act Against Bullying	0845 230 2560	www.actagainstabullying.com
Anti-bullying Alliance (ABA)	020 7843 1901	www.anti-bullyingalliance.org.uk
Anti-Network	0131 651 6103	www.antibullying.net
Beatbullying	0845 338 5060	www.beatbullying.org.uk
Childline	0800 11 11 (helpline for children)	www.childline.org.uk
Childnet International	020 7639 6967	www.childnet-int.org
Kidscape	020 7730 3300 (General enquiries) 08451 205 204 (Adults only)	www.kidscape.org.uk
Mencap	0300 333 1111	www.mencap.org.uk
NSPCC	020 7825 2500	www.nspcc.org.uk
Parentline Plus	0808 800 2222	www.parentlineplus.org.uk

Conclusion

At St. Mary's Catholic Primary School, we believe that every pupil has the right to learn in a safe and nurturing environment. By promoting positive relationships, offering support, and dealing with bullying swiftly and fairly, we aim to build a school community that reflects the values of respect, kindness, and equality.