



Anti-Bullying Policy for St Anne's RC Primary School

Mission Statement

We grow together as a Catholic Faith Community, promoting Gospel values in all we do. We grow together in wisdom, encouraging each child to achieve their full potential—academically, spiritually, and socially—in a spirit of confidence. We grow together in respect, friendship, and responsibility, reaching out to our wider community.

We Grow Together in God's Love.

Rationale

At St Anne's, we encourage each child to develop their individual abilities—spiritual, academic, and social—as fully as possible and in a spirit of confidence. Bullying undermines this development and is unacceptable in our school community.

Introduction

Bullying is defined as any behaviour that damages a child's self-esteem or sense of well-being, or causes them physical harm, usually over a period of time. This policy applies to all members of the school community, including governors, staff, pupils, parents, and visitors.

This policy is rooted in our Catholic ethos, which demands respect for all individuals, and follows guidance from the DCSF ("Don't Suffer in Silence" and "Working Together to Safeguard Children"). It should be read in conjunction with our Behaviour Policy and Child Protection Policies.

Policy Objectives

- Prevent and tackle all forms of bullying.
- Develop an anti-bullying culture where bullying is not tolerated.
- Create proactive measures to prevent bullying in school.
- Ensure all stakeholders know the steps to take when bullying occurs.
- Monitor incidents to evaluate and improve prevention strategies.
- Provide support for those affected by bullying to regain confidence and ensure safety.
- Address bullying behaviour in a firm and fair manner, providing support for change.

Links to Legislation

This policy aligns with several legislative frameworks, including but not limited to:

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988



St Anne's RC Primary

'We Grow Together in God's Love'



- Public Order Act 1986

What Is Bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual either physically or emotionally. It can include:

- **Physical Bullying:** Pushing, kicking, hitting, or any form of violence.
- **Emotional Bullying:** Excluding, tormenting, or spreading hurtful rumours.
- **Verbal Bullying:** Name-calling, sarcasm, teasing, and spreading rumours.
- **Racist Bullying:** Racial taunts and graffiti.
- **Sexual Bullying:** Unwanted physical contact or sexually abusive comments.
- **Homophobic/Transphobic Bullying:** Focusing on issues of sexuality.
- **Cyberbullying:** Using digital platforms to send offensive messages or share degrading content.

Why Is It Important to Respond to Bullying?

Bullying hurts and no one deserves to be subjected to it. The school has a responsibility to respond promptly and effectively to bullying issues, ensuring that all individuals are treated with respect, as taught by Christ.

Signs and Symptoms of Bullying

Staff should be vigilant for signs that a child may be being bullied, including:

- Reluctance to go to school or changes in routine.
- Withdrawal, anxiety, or lack of confidence.
- Unexplained injuries or damaged belongings.
- Changes in eating habits or academic performance.
- Signs of distress, such as crying or nightmares.

Our Commitment

St Anne's RC Primary School will:

- Respond to bullying behaviour promptly and consistently.
- Promote school values that reject bullying and encourage cooperative behaviour.
- Teach children how to stand firm against bullying.
- Involve the whole school community in implementing this policy.
- Regularly evaluate and review this policy.

Support for Pupils Affected by Bullying



St Anne's RC Primary

'We Grow Together in God's Love'



Pupils who experience bullying will be supported by:

- Having the opportunity to discuss their experiences with a trusted staff member.
- Knowing they can report bullying and receive help.
- Continuous pastoral support to restore confidence.
- Opportunities for restorative conversations with their bully, facilitated by a member of the Senior Leadership Team (SLT).

Support for Pupils Engaging in Bullying Behaviour

Pupils who bully others will be supported by:

- Being held accountable for their actions with appropriate sanctions.
- Learning to understand the harm caused and how to repair it.
- Involving parents/carers to help change the pupil's behaviour.

Supporting Adults

Bullying of adults, including staff and parents, is also unacceptable. Adults affected by bullying will receive:

- Immediate opportunities to discuss their concerns with a senior member of staff.
- Guidance on keeping records of incidents and responding to future concerns.
- Support in reporting online bullying to service providers.

Step-by-Step Breakdown of the Process of reporting bullying

- 1. Bullying Suspected or Reported**
 - Any staff member who witnesses or is approached about bullying will take immediate action.
- 2. Immediate Action by Staff**
 - Address the concern right away to ensure the safety of the child involved.
- 3. Provide Support to Victim**
 - Ensure the victim is not at risk of immediate harm and involve them in decision-making as appropriate.
- 4. Inform Designated Safeguarding Lead (DSL)**
 - Notify the DSL of all bullying concerns, especially if there are safeguarding issues.
- 5. Interview All Parties Involved**
 - The headteacher, DSL, or another member of leadership will conduct interviews with all parties.
- 6. Record Incident in CPOMS**
 - Document the incident clearly and precisely in accordance with existing procedures, including decisions and actions taken.
- 7. Inform Other Staff Members**
 - Communicate with other relevant staff members about the incident, as appropriate.
- 8. Keep Parents/Carers Informed**



St Anne's RC Primary

'We Grow Together in God's Love'



- Ensure that parents/carers are updated on the concern and actions taken, following child protection and confidentiality policies.
- 9. **Implement Appropriate Sanctions and Support**
 - Apply sanctions and support as identified in the school behaviour policy and child protection policy, in consultation with all parties involved.
- 10. **Consult Other Agencies if Necessary**
 - If a criminal offence has occurred, consult the police or involve MASH Early Help if there is a risk of significant harm.
- 11. **Investigate Off-Site or Out-of-Hours Incidents**
 - Address any bullying that occurs off school premises or outside school hours, including cyberbullying.
- 12. **Collaborate with Other DSLs if Required**
 - If necessary, the DSL will work with DSLs from other settings to address the concern.

Cyber bullying

When addressing cyberbullying concerns, St Anne's RC Primary School will:

- **Act Promptly:** Respond immediately upon receiving a report or identifying an incident.
- **Support Victims:** Provide appropriate support for the individual being cyberbullied and work with the perpetrator to prevent recurrence.
- **Encourage Evidence Collection:** Advise the victim to keep evidence (e.g., screenshots) of the bullying for investigation purposes.
- **Identify the Perpetrator:** Take steps to identify the responsible individual, which may include:
 - Reviewing school system usage.
 - Interviewing potential witnesses.
 - Contacting service providers or the police if necessary.
- **Prevent Further Incidents:** Collaborate with individuals and online service providers to:
 - Halt the spread of the incident.
 - Remove offensive content from circulation.
 - Support reports to service providers for content removal when necessary.
 - Confiscate and search pupils' electronic devices in accordance with legal guidelines and school policies.
- **Implement Sanctions:** Ensure appropriate sanctions are applied to the identified bully and provide access to additional support as needed.
- **Report Criminal Activity:** Inform the police if a criminal offence has occurred.
- **Educate on Online Safety:** Provide information to staff and pupils on protecting themselves online, including:



St Anne's RC Primary

'We Grow Together in God's Love'



- Advising against retaliation.
- Guidance on blocking or removing contacts.
- Assisting in managing private information shared publicly.

Preventing Bullying

Environment

The school community will:

- Foster an inclusive culture of mutual respect and care upheld by all members.
- Acknowledge that bullying can occur among anyone, including adults and children.
- Provide additional support for children with Special Educational Needs and Disabilities (SEND) who may be disproportionately affected by bullying.
- Recognise that bullying can be influenced by factors such as gender, age, ability, and culture.
- Encourage open discussions about differences that may motivate bullying, including family situations, religion, ethnicity, gender, and appearance.
- Challenge language and practises that contradict the school values of tolerance and respect.
- Promote responsible use of technology, including mobile phones and social media.
- Collaborate with staff, the community, and external agencies to address all forms of bullying.
- Create “safe spaces” for vulnerable children, such as worry boxes or buttons.
- Celebrate achievements to build a positive school ethos.

Policy and Support

The school community will:

- Offer various ways for pupils, staff, and parents to report concerns and access support.
- Regularly review practises to stay updated on technology and online behaviour.
- Take appropriate action against bullying, even if it occurs off school premises, including online.
- Implement disciplinary sanctions that reflect the seriousness of bullying incidents.
- Use diverse techniques to resolve conflicts between those involved in bullying.

Education and Training

The school community will:

- Train all staff to identify and respond to bullying according to school policies.



St Anne's RC Primary

'We Grow Together in God's Love'



- Integrate anti-bullying education into the curriculum and school activities, including assemblies and themed weeks.
- Collaborate with local schools during key times, such as transitions.
- Maintain a high profile for anti-bullying initiatives throughout the year.
- Provide opportunities for developing pupils' social and emotional skills to enhance self-esteem.

Review and Monitoring

This Anti-Bullying Policy will be reviewed annually to ensure its effectiveness and relevance, incorporating feedback from pupils, staff, and parents.

Useful Links and Supporting Organisations

The following links may provide additional support to children, staff or families.

Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk

Childline: www.childline.org.uk

Family Lives: www.familylives.org.uk

Kidscape: www.kidscape.org.uk

MindEd: www.minded.org.uk

NSPCC: www.nspcc.org.uk

PSHE Association: www.pshe-association.org.uk

Restorative Justice Council: www.restorativejustice.org.uk

The Diana Award: www.diana-award.org.uk

Victim Support: www.victimsupport.org.uk

Young Minds: www.youngminds.org.uk

Young Carers: www.youngcarers.net

Cyberbullying

Childnet: www.childnet.com

Internet Watch Foundation: www.iwf.org.uk

Report Harmful Content: <https://reportharmfulcontent.com/>

UK Safer Internet Centre: www.saferinternet.org.uk



St Anne's RC Primary

'We Grow Together in God's Love'



The UK Council for Internet Safety (UKCIS): www.gov.uk/government/organisations/uk-council-for-internet-safety

DfE 'Cyberbullying: advice for headteachers and school staff':
www.gov.uk/government/publications/preventing-and-tackling-bullying

DfE 'Advice for parents and carers on cyberbullying':
www.gov.uk/government/publications/preventing-and-tackling-bullying

SEND

Changing Faces: www.changingfaces.org.uk

Mencap: www.mencap.org.uk

Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities:
www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/at-risk-groups/sen-disability

DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0-to-25

Race, Religion and Nationality

Anne Frank Trust: www.annefrank.org.uk

Kick it Out: www.kickitout.org

Report it: www.report-it.org.uk

Stop Hate: www.stophateuk.org

LGBTQ+

Barnardo's LGBTQ Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm

Metro Charity: www.metrocentreonline.org

EACH: www.eachaction.org.uk

Proud Trust: www.theproudtrust.org

Schools Out: www.schools-out.org.uk

Stonewall: www.stonewall.org.uk

Sexual Harassment and Sexual Bullying

NSPCC 'Report Abuse in Education' Helpline: 0800 136 663 or help@nspcc.org.uk

Ending Violence Against Women and Girls (EVAW): www.endviolenceagainstwomen.org.uk

Disrespect No Body: www.gov.uk/government/publications/disrespect-nobody-campaign-posters

Anti-bullying Alliance: Preventing and responding to Sexual Bullying: www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-sexist-bullying



Don't be sad; tell a teacher!

If you don't feel you can tell a teacher, why not use:

- Worry buttons
- Worry box
- Mental health Ambassadors



What is bullying?

Bullying is being mean to someone over and over again. This usually happens over time.

What are the consequences if you have been found to be bullying someone?

- Reconciliation room
- Go to Mrs Wainwright or Mrs Jones and parents are phoned
- You lose your privileges
- You may end up in isolation