

# St Mary and St Joseph's, Wool

## MODEL Anti-Bullying Policy



September  
2025

## **ANTI-BULLYING POLICY**

### **Statement of Intent**

At St Mary and St Joseph's, we believe that every child is made in the image of God and that everyone is unique and special. We are committed to providing a warm, caring and safe environment for all our children. Bullying of any kind is unacceptable and will not be tolerated. We take all incidents of bullying seriously. Bullying hurts. No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect and pupils who are bullying others need will be required to manage their behaviour.

At St Mary and St Joseph's, we acknowledge that bullying does happen from time to time – indeed, it would be unrealistic to claim that it does not. When bullying does occur, everyone should be able to report this and know that incidents will be dealt with promptly and effectively, in accordance with this anti-bullying policy. We are a TELLING school. All children who tell will be supported throughout the process from investigation to restorative conversation.

### **Aims and Objectives of this Policy**

The aim of this policy is to prevent and deal with any behaviour deemed as bullying. The implementation of this policy will strengthen our ethos where bullying is regarded as unacceptable so our school is a safe and secure environment created for everyone to learn and work in. All members of the school have a responsibility to recognise bullying and take appropriate action in accordance with the school policy. This will happen in the following ways:

- The school will meet the legal requirement for all schools to have an anti-bullying policy in place.
- The school will work with due regard to the document Keeping Children Safe In Education 2022.
- The school will work closely with other professional agencies to ensure that children stay safe as stated in The Children Act 1989, The SEN and Disability Act 2001, Children Act 2004 and equality act of 2010.
- All governors, teaching and non-teaching staff, pupils and parents/carers will have an understanding of what bullying is.
- All governors, teaching and non-teaching staff will know what the school policy is on bullying and will consistently and swiftly follow it when bullying is reported.
- All pupils and parents/carers will know what the school policy is on bullying and what they can do if bullying occurs.
- Pupils and parents/carers will be assured that they will be supported when bullying is reported.
- Whole school initiatives (staff training, celebration assemblies etc.) and proactive teaching strategies (PHSE [Personal, Health & Social Education] live life to the full lessons, circle time, liturgies based on our values, etc.) will be used throughout the school to reduce the opportunities for bullying to occur.
- A positive, caring ethos will be created within the school environment where everyone can work, play and express themselves, free from the fear of being bullied.

## **What Is Bullying?**

It is any deliberate, hurtful, upsetting, frightening or threatening behaviour by the same individual or the same group towards the same person. It is repeated, by the same individual or group, over a period of time and it is very difficult for the victims to defend themselves (remember STOP – it happens Several Times On Purpose). Bullying is mean and results in worry, fear, pain and distress to the victims.

Bullying is “behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally”. (DfE “Preventing and Tackling Bullying”, July 2017).

### **Bullying can be:**

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation
- Verbal name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone
- Physical pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone’s things
- Racial taunts, graffiti, gestures, making fun of culture and religion
- Sexual unwanted physical contact or sexually abusive or sexist comments
- Homophobic: because of/or focusing on the issue of sexuality
- Online/cyber: setting up ‘hate websites’, sending offensive text messages, emails and abusing the victims via their mobile phones
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

### **Bullying is not:**

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. These incidents will still be taken seriously and consequences issued. It is not bullying if it is done by different individuals or groups each time. Bullying can happen anywhere at any time. Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise, it is not classed as bullying. It is an important part of children’s development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships. As a school we will continue to educate all children across the school in ways to support themselves and deal with these situations.

## **Where does bullying happen?**

At St Mary and St Joseph’s, we are concerned with our children’s conduct and welfare outside as well as inside school and we will do what we can to address any bullying issues that occur off the school premises including those related to on-line bullying. Should alleged bullying take place out of school hours but is affecting the well-being of the victim, we will always investigate this in the same way as we would if it had happened at school.

It can happen anywhere in school. Bullying may also happen on the way to and from school. In such cases, the Head teacher is empowered by law to deal with such incidents but must do so in accordance with the school's policy.

The following steps may be taken:

- Talk to the local Community Police Officer about problems on the streets
- Talk to the transport companies about bullying on school buses and in school taxis
- Talk to the Head Teachers of other schools whose children may be involved in bullying off the premises
- Discuss coping strategies with parents
- Talk to the children about how to handle or avoid bullying outside the school premises

### **Signs and Symptoms**

A child may indicate, by different signs or behaviour, that he or she is being bullied. Adults should be aware of these possible signs when they are frequently repeated or become a pattern of behaviour and investigate further if a child:

- is frightened of walking to or from school
- doesn't want to go on the school bus/in the taxi
- begs to be driven to school
- changes their usual routine/route to school
- begins truanting
- appears withdrawn, anxious or lacking in confidence
- develops a stammer
- attempts or threatens suicide or runs away
- cry themselves to sleep at night or has nightmares
- complains of feeling ill in the morning
- begins to underperform in school work
- arrives home with clothes torn or books damaged
- has possessions go "missing"
- asks for money or starts stealing money (to pay the bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- arrives home starving (money/snack/sandwiches have been stolen)
- becomes aggressive, disruptive or unreasonable
- starts swearing or using aggressive language for no apparent reason
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility, should be taken seriously and investigated as soon as possible.

### **Bullying and Vulnerable Groups**

St Mary and St Joseph's Catholic Primary School is an inclusive community. We provide a secure, accepting, safe and stimulating environment where every child is valued and respected.

We recognise that some pupils, including those with special educational needs and/or disabilities (SEND), or those with additional learning and communication needs, may be more vulnerable to bullying. As a school, we are particularly vigilant and committed to ensuring that these pupils feel safe, supported and protected at all times.

We also acknowledge that pupils who are high attaining, gifted or talented may be affected by bullying. Staff will treat any bullying of these pupils with the same seriousness and respond in line with the school's anti-bullying policy.

### **Child on Child Abuse**

At St Mary and St Joseph's we will take all such accusations seriously, will investigate in a sensitive manner, avoiding labelling the children involved, and will offer support to all children concerned. Further details can be found in the Plymouth CAST Safeguarding Policy.

### **Procedures for reporting and responding to bullying incidents**

Allegations and incidents of bullying at St Mary and St Joseph's Catholic Primary School will be taken seriously and dealt with impartially and promptly. Headteacher: Mr Francis McDonnell must be informed immediately a case of bullying is identified. All involved will have the opportunity to be heard and will receive a calm and consistent response. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved. Parents/carers must be informed at every stage. The child involved will be made to feel comfortable, supported and safe.

The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

1. Discussion with child involved alongside the Class Teacher.
2. Teacher logs concerns onto CPOMS (reviewed by Pastoral Care Worker (PCW)/Senior Leadership Team (SLT) SLT will notify any recorded bullying to the Anti Bullying champion.
3. Class teacher or PCW will work with pairs/groups restorative approaches used to resolve the problem using a no blame approach.
4. Class teacher and other members of staff to monitor the impact and situation.
5. Individual meetings with pupils and senior leaders.
6. Parents, of all children involved, called in to meet with senior leader or Headteacher
7. Sanctions put in place and agreed by all involved.
8. If it results in exclusion – Governors informed.

These procedures are in chronological order and the aim is to manage the situation and prevent it from moving past step 4. However, each incident is dealt with on an individual basis.

## Curriculum

The school's curriculum must teach all children about positive relationships, and how to keep themselves and each other safe.

Teaching about bullying will be covered in PSHE/RSHE lessons, but will also be explored where appropriate in other subjects such as. But not limited to, Religious Education, literature, history and geography.

In line with the schools Behaviour Policy, the children will be taught to be *Ready, Respectful and Safe*.

Across the curriculum the children will be taught to master the concepts of *Consent, Respect and Responsibility*.

Where necessary, isolated lessons on bullying will be taught to specific classes, year groups, groups of pupils and the whole school.

Resources and support from other agencies such as the NSPCC will be utilised.

### **Informing Parents/Carers**

Whenever incidents of bullying are identified, the parents of the victim and perpetrator must be informed as soon as possible, preferably by the end of the school day, and certainly within 24 hours of the bullying being identified.

A record should be kept of these meetings.

### **Children with a Social Worker**

The allocated social worker of a victim or perpetrator of bullying must be informed immediately when bullying is identified.

Information about the incident(s) should be provided to such meeting as deemed appropriate by the Designated Safeguarding Lead (DSL), but is likely to include *Initial Child Protection Conference* and *Core Group meetings*.

### **Child Looked After by the Local Authority**

Where a child looked after by the local authority is identified as the victim or perpetrator of bullying, the school must inform the Virtual Headteacher immediately.

### **Record Keeping**

All bullying incidents must be recorded on the schools Information Management System/SIMS.

The recording of incidents must enable school leaders to monitor, track and link events and incidents, identifying patterns etc.

Records must be factual and non-emotive, and provide enough information to inform next steps and future monitoring.

These records must be available on request by trust leaders and Ofsted.

### **Monitoring and Reporting**

Senior leaders must monitor bullying incidents to ensure full cognisance of the impact of individual actions and school policy.

Leaders should use this information to review and revise actions and policy.

Leaders must regularly interact with bullying records to determine whether incidents are increasing or reducing, focused in particular year groups, classes or specific groups of pupils.

The number of bullying incidents should be regularly reported to the Local CAST Board (LCB). LCB members should question and challenge this information to ensure that school policy is effective and that pupils are safe.

### **Informing School Staff**

Where incidents of bullying are identified, school leaders must ensure that all relevant staff are informed so that they can support the resolution of the situation and the safety and welfare of the victim, and monitor progress.

## Strategies for the prevention and reduction of bullying

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur. These may include:

- Involving the whole school community in writing and reviewing the policy
- Undertaking regular questionnaires and surveys to monitor the extent of bullying in the school and the effectiveness of the anti-bullying policy
- Producing a 'child speak' version of the policy for the children given out annually.
- Each class being aware of the school rules – particularly **Ready, Respectful & Safe**.
- Making national anti-bullying week a high-profile event each year
- Awareness raising through regular anti-bullying assemblies
- PHSE (Personal, Health & Social Education) Live life to the full scheme of work from Foundation to Year 6 used to support this policy.
- Circle time on bullying issues
- Setting up of a circle of friends support network where a small group of children volunteer to help and support an individual experiencing difficulties
- Children writing stories and poems and drawing pictures about bullying
- Children being read stories about bullying
- Using drama activities and role-plays to help children be more assertive and teach them strategies to help them deal with bullying situations
- Introducing playground improvements and initiatives
- Training for KS2 children to become a play buddy
- Training for KS2 children to become play buddies, supporting play with both KS1 and KS2 children
- Using praise and rewards to reinforce good behaviour
- Encouraging the whole school community to model appropriate behaviour towards one another
- Organising regular anti-bullying training for all staff

This policy will be reviewed every year by the Anti Bullying Champion to ensure it continues to meet the needs and interests of our children and reflects best practice.

**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.

Anti-bullying leader: Mr Francis McDonnell

Link governor: Karen Cook

Date Ratified by Governing Body:

Review Date:



Name of organisation	Telephone number	Website
Act Against Bullying	0845 230 2560	<a href="http://www.actagainstbullying.com">www.actagainstbullying.com</a>
Advisory Centre for Education (ACE)	0207 704 3370	<a href="http://www.ace-ed.org.uk">www.ace-ed.org.uk</a>
Anti-bully	not available	<a href="http://www.antibully.org.uk">www.antibully.org.uk</a>
Anti-Bullying Alliance (ABA)	0207 843 1901	<a href="http://www.anti-bullyingalliance.org.uk">www.anti-bullyingalliance.org.uk</a>
Anti-bullying Network	0131 651 6103	<a href="http://www.antibullying.net">www.antibullying.net</a>
Beatbullying	0845 338 5060	<a href="http://www.beatbullying.org.uk">www.beatbullying.org.uk</a>
Bully Free Zone	01204 454 958	<a href="http://www.bullyfreezone.co.uk">www.bullyfreezone.co.uk</a>
Bullying Online	020 7378 1446	<a href="http://www.bullying.co.uk">www.bullying.co.uk</a>
BBC	not available	<a href="http://www.bbc.co.uk">www.bbc.co.uk</a>
Childline	0800 1111 (helpline for children)	<a href="http://www.childline.org.uk">www.childline.org.uk</a>
Preventing and Tackling Bullying	No number	DfE
Kidscape	020 7730 3300 (general enquiry number) 08451 205 204 (helpline for adults only)	<a href="http://www.kidscape.org.uk">www.kidscape.org.uk</a> <a href="http://www.beyondbullying.com">www.beyondbullying.com</a>
NSPCC	0207 825 2500	<a href="http://www.nspcc.org.uk">www.nspcc.org.uk</a>
Parentline Plus	0808 800 2222	<a href="http://www.parentlineplus.org.uk">www.parentlineplus.org.uk</a>
The Children's Legal Centre	0800 783 2187	<a href="http://www.childrenslegalcentre.com">www.childrenslegalcentre.com</a>
The Office of the Children's Commissioner	0844 800 9113	<a href="http://www.childrenscommissioner.org.uk">www.childrenscommissioner.org.uk</a>
UK Government Website	not available	<a href="http://www.direct.gov.uk">www.direct.gov.uk</a>