

St John's Catholic Primary School

Anti-Bullying Policy



Date for next review: Spring 2027 (or earlier should legislation require it)

Mission and Ethos

At St John's Catholic Primary School, our mission is to 'Love one another as I have loved you.' We are guided by the Jesuit Pupil Profile virtues which encourage our pupils to be compassionate, loving, faith-filled, hopeful, eloquent, truthful, learned, wise, curious, active, intentional, and prophetic. These virtues underpin our work to ensure every child is respected, included, and valued.

Our Catholic ethos shapes this policy: we recognise each child as made in the image and likeness of God. Bullying of any kind is contrary to Gospel values of love, respect, and dignity and will never be tolerated.

Introduction and Aims

We are committed to working with children, staff, governors and parents/carers to create a school environment where similarities are celebrated, difference is valued, and bullying, harassment and violence are never tolerated.

Our aims are to:

- Provide a safe, supportive environment rooted in Catholic teaching and values.
- Prevent and address all forms of bullying.
- Help children develop resilience, empathy and the courage to stand up for themselves and others.

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

- Behaviour Policy
- Online Policy
- Equalities Policy
- Exclusions Policy
- RSHE Policy (Life to the Full)
- Safeguarding Policy
- SEND Policy

What is Bullying?

We adopt the Anti-Bullying Alliance definition:

'Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face-to-face or online.'

Factors That Can Make People Vulnerable

Children who may be more vulnerable to bullying include those who:

- are in foster care or residential homes
- have SEND or disabilities

- are from minority ethnic backgrounds
- are refugees or asylum seekers
- are, or are perceived to be, LGBTQ+
- speak English as an additional language
- are young carers
- have experienced bereavement, trauma or domestic violence
- experience poverty or deprivation
- are perceived as different in some way.

Types of Bullying

- Physical: hitting, kicking, spitting, tripping, damaging belongings.
- Verbal: name calling, insults, threats, teasing, offensive 'banter'.
- Non-verbal/Indirect: excluding, spreading rumours, hostile looks/gestures.
- Cyber: hurtful texts, images, posts, misuse of social media and devices.
- Parental incitement: negative behaviours encouraged by adults.

Bullying Outside of School

Bullying is unacceptable whether it takes place inside or outside of school. This includes bullying on the way to and from school, at weekends, during holidays, and online. Staff, parents and pupils are encouraged to report concerns in the same way as they would for incidents within school. St John's will investigate and respond to any bullying affecting our pupils, working with external agencies if the perpetrators are not from our school.

Possible Indicators of Bullying

Signs that may indicate a child is being bullied include:

- disturbed sleep or bed-wetting
- frequent headaches or stomach aches
- reluctance to come to school
- changes in behaviour, attitude or friendships
- damaged or missing belongings
- withdrawn or anxious behaviour
- changes in eating habits
- evidence of self-harm
- unexplained injuries
- school performance decline.

School Initiatives to Prevent and Tackle Bullying

- A child-friendly Anti-Bullying Policy displayed in classrooms and on the website.
- Pupil voice through the School Council and Wellbeing Ambassadors.
- Staff training on safeguarding and anti-bullying strategies.
- RE and RSHE lessons, using Life to the Full and No Outsiders, exploring respect and diversity.

- Weekly assemblies and liturgies on kindness, inclusion, forgiveness and respect.
- Annual Anti-Bullying Week and themed days.
- Celebration of diversity through books, displays and curriculum.
- Working with children and families in restorative ways when conflict arises.

Reporting – Roles and Responsibilities

Governors: Ensure robust policies are in place and reviewed.

Headteacher: Implement policy, safeguard children, report to governors.

Anti-Bullying Lead: Oversee implementation, staff training, monitor incidents on CPOMS.

Staff: Model respectful behaviour, challenge bullying, reassure and support pupils.

Pupils: Report concerns, support peers, treat others with kindness.

Parents: Communicate concerns promptly, support the school's values.

Staff and Their Roles

All staff and adults in school are responsible for modelling respectful relationships, encouraging positive behaviour and challenging negative behaviour. Staff at St John's:

- create a safe, caring learning environment
- emphasise the value of each individual
- promote honesty, courtesy and kindness
- ensure fair treatment for all
- show appreciation of pupils' efforts and contributions
- are vigilant for signs of bullying and respond swiftly.

Dealing with an Incident

Stage 1: Restorative practice steps used once children are calm enough to talk:

1. Tell the story – what happened?
2. Thoughts and feelings – what were you thinking/feeling?
3. Ripples of harm – who has been harmed and how?
4. Needs – what do you need to move forward?
5. What next – what needs to happen to make things better?

Incidents are recorded on CPOMS and parents informed.

Stage 2: If behaviour continues, further restorative work and proportionate sanctions in line with the Behaviour Policy.

Stage 3: Persistent behaviours may lead to an Inclusion Support Plan, with a SMART action plan involving parents.

Stage 4: If behaviours persist, the Headteacher will involve outside agencies and hold multi-agency meetings to safeguard all children.

Monitoring and Evaluation

- CPOMS records are reviewed weekly by the SLT.
- Termly reports shared with governors.
- Pupil voice gathered regularly.
- Policy reviewed every two years or sooner if required.

Children's Anti-Bullying Statement

- Everyone has the right to feel safe, happy, and included.
- Bullying is never acceptable.
- We will tell an adult if we see or experience bullying.
- We will treat each other with kindness and respect.
- We will live out our mission: 'Love one another as I have loved you.'