



# Antibullying Policy

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# Our Mission

We put Jesus at the heart of everything that we do.

special kind unique inventive  
generous awesome gentleness  
purity helpful good positive  
expressive enjoyable caring  
adventurous bouncy zingy  
fun truth colourful superb  
confident polite compassion  
friendly enthusiastic marvellous  
comforting nice remarkable  
happy magnificent great  
meaningful forgiveness  
exceptional joy wonderful  
interesting creative hopeful  
incredible spectacular  
original brilliant peace  
lovely service outstanding  
dynamic amazing  
dignity fabulous impressive  
beautiful sacrifice  
glorious fantastic tolerance  
exciting terrific delicious  
integrity cool considerate  
phenomenal laughing funny  
sharing humility loving  
energetic smiling captivating  
justice encouraging mercy  
gracious faithful important  
supporting delightful thankful  
hard-working tremendous



**St. Peter's**  
Catholic Primary School

*'And the King will answer them, 'Truly, I say to you, as you did it to one of the least of these my brothers, you did it to me.'*

*Matthew 25:40*

## Statement of Intent

At St. Peter's Catholic Primary School, we are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school.

If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly, severely and effectively. This means that anyone who knows that bullying is happening is expected to inform members of staff.

This policy is based on DfE guidance "Preventing and Tackling Bullying" July 2017 and supporting documents. It also considers the DfE statutory guidance "Keeping Children Safe in Education" 2025 and "Sexual violence and sexual harassment between children in schools and colleges" guidance. The setting has also read and considered Childnet's "Cyberbullying: Understand, Prevent and Respond: Guidance for Schools".

## Roles and Responsibilities

The Headteacher has overall responsibility for the policy and its implementation. It is the headteacher's responsibility to liaise with:

- Governing Body,
- Parents/carers,
- External local authority and any relevant outside agencies.

## What Is Bullying?

Bullying can be defined as 'behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally'. DfE *'Preventing and Tackling Bullying'*

Bullying can be, but not limited to:

- Emotional: Derogatory name calling of an insulting and/or personal nature. Demanding money, material goods or favours by means of threat or force.
- Physical: Pushing, kicking, hitting, punching or any use of violence because of some perceived physical, economic, sexual, intellectual, cultural or racial difference.
- Racist: racial taunts, graffiti, gestures
- Sexualised harassment: Unwanted physical contact or sexually abusive comments
- Homophobic: because of, or focussing on the issue of sexuality. This includes homophobic, biphobic and transphobic (HBT)
- Verbal: name-calling, sarcasm, spreading rumours, teasing, abuse and threats. Ridiculing an individual.
- Cyber: All areas of internet, such as email & internet chat room misuse. Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera & video facilities

Prevention of bullying is better than cure. In our school, we will be vigilant for signs of bullying and harassment and always take reports of incidents seriously. We will use the curriculum whenever possible to reinforce the ethos of the school and help pupils to develop strategies to combat bullying-type behaviour. Anti-bullying messages will be taught to all children through our Protective Behaviours programme from EYFS to Key Stage Two.

## Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving.

## **Objectives of this Policy**

- All governors, teaching and non-teaching staff, students and parents should have a shared understanding and agreement of what bullying is.
- All governors and teaching and non-teaching staff should know what the school's policy is on bullying and follow it when bullying is reported.
- All students and parents should know what the school's policy is on bullying and what they should do if bullying arises.
- As a school we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated in our school.

## **Signs and Symptoms**

A student may indicate by signs or behaviour that he or she is being bullied. All adults should be aware of these possible signs and that they should investigate if a student:

- is frightened of walking to or from their school
- doesn't want to go into vulnerable areas of the school i.e. toilets, library, dinner hall
- is unwilling to go to school
- becomes withdrawn, anxious, or lacking confidence
- displays changes in behaviours

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

## **Reporting Incidents of Bullying**

Pupils are told that they must report any incidents of bullying to an adult within school, and that when another pupil tells them that they are being bullied or if they see bullying taking place it is their responsibility to report their knowledge to a member of staff.

Upon discovery of an incident of bullying, we will discuss with the pupils the issues appropriate to the incident and to their age and level of understanding. If the incident is not too serious, a problem-solving approach may be chosen.

Victims, who are worried about openly discussing an incident when the aggressors are present, can be encouraged to go to the teacher with a piece of work, using this as a reason to speak to the teacher. Victims need to feel secure in the knowledge that assertive behaviour, and even walking away can be effective ways of dealing with bullying. Setting up a buddy system, or peer mediators can be beneficial.

To ensure effective monitoring of such occurrences, and to facilitate co-ordinated action, all proven and alleged incidences of bullying should be reported to the headteacher

## **Procedures**

- After an alleged or confirmed case of bullying is disclosed/suspected staff will be recorded this on CPOMS.
- SLT will be informed.
- The bullying will be investigated. All victims and perpetrators will be interviewed by staff.
- In particular cases, parents should be informed and will be asked to come in to a meeting to discuss the problem.

- The bullying must be stopped quickly, and an attempt will be made to help the bully (bullies) change their behaviour.

### **Staff Responsibilities**

- To implement procedures to confront bullying of any form
- To listen to all parties involved in incidents
- To investigate incidents promptly and as fully as possible
- To record all incidents of bullying (alleged and proven) on CPOMS
- To take appropriate action and to refer to SLT
- To share with parents of the victim and bully, incidents of serious and /or persistent bullying
- To promote the use of a range of learning styles and strategies which challenge bullying behaviour
- To promote open management styles which facilitate communication and consultation within school and relevant agencies when appropriate
- To promote the use of interventions which are least intrusive and most effective.
- A monitoring tool may also be used, usually incorporating a reward for achieving desired behaviours. Where necessary we have and will call on outside resources to support our action

### **Family Involvement**

- Where appropriate, the parents/carers of bullies and their victims will be informed of an incident and the action that has taken place and asked to support strategies proposed to tackle the problem.
- The bully, and their parents, will also be reminded of the possible consequences of bullying and the sanctions for repeated incidents will be clearly explained to him/her. These stages are clearly laid out in the school Behaviour Policy.
- Persistent bullies may be excluded from the school, please see the Exclusion procedures for more detailed information.
- Parents are reminded regularly through letters and newsletters to inform their children that they must tell someone should they ever be bullied.
- Children and families will be reminded that keeping information from the school, or from their parents, will never help a problem to be solved, and will prolong the period a victim has to suffer

### **Governors Involvement**

Whilst there is little history of bullying at our school, together with the staff, Governors believe that one case is one case too many and believe it is essential to constantly monitor and review this policy to ensure we are able to strengthen the school's approach to this issue and safeguard the children's well-being in our care. This policy is reviewed annually by the governing body and seen as an integral part of our 'Behaviour Policy'.

Outcomes of a confirmed cases of bullying at St. Peter's Catholic Primary School may include:

- Teaching children the impact of their actions so that they consider not committing the same act again
- The bully (bullies) may be asked to genuinely apologise. Other consequences such as those in our behaviour policy may take place
- Counselling (Mentor, Learning Manager, SLT, other)
- Use of home / school communication books
- Involvement of external agencies

- Monitoring by Mentor/SLT
- Peer support/peer mentoring
- Formal recording (racism/homophobia)
- Use of behaviour contract
- Liaison with parent/carer/social worker
- In serious cases, suspension or even exclusion will be considered
- If possible, the students will be reconciled
- After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- The victim and the perpetrator engage in an intervention (possibly separately, possibly together)

### **Bullying of Staff**

Staff should be treated with dignity at work. Where they feel that they are recipients of behaviour that compromises this then they are encouraged to follow steps within the staff grievance policy. Prior to any formal action however they should in the first instance consider speaking with the individual concerned and making them aware that their actions are inappropriate and the impact of them.

We are working together as a school to prevent any incidents of bullying from occurring. When they do arise, we do not tolerate them and act quickly to ensure they cease.