Saint Patrick's Catholic Primary School

Our Mission in Saint Patrick's is to develop each child's talents potential in a caring Catholic community inspired by the teachings of Jesus Christ.

SAFEGUARDING – Keeping ALL of our children safe

ANTI BULLYING POLICY

Saint Patrick's Catholic Primary School fully recognises its responsibilities for child protection.

1. INTRODUCTION

Our school has a commitment to **every child** where their safety, health, emotional and social well-being are of paramount importance. Pupils have the right to be happy and safe at school.

As a Catholic school we aim to produce a safe and secure environment where all pupils can learn without anxiety and where relationships are based on the pupil's interpretation of the Mission Statement –

'Live, Love and Learn like Jesus'

This policy should be read alongside the following other school policies:

* Child Protection Policy * Evolve Documentation * Equality Policy * Online Policy * Escalation Policy * Health and Safety Policy * Behaviour and Self-Regulation including Home School Agreement * Intimate Care Policy * Medical Needs and Administering Medicine Policy * Mission Statement * Safer Recruitment Policy * Staff Behaviour Policy *Intimate Care Policy

In addition all staff will have read and understood Part 1 of the latest version of *Keeping Children Safe in Education*, (KCSiE), 2024.

Bullying of any kind is unacceptable and Saint Patrick's is committed to providing a safe, caring and friendly environment for every member of the school community.

Bullying is ALWAYS WRONG as it can make another person feel upset or frightened.
In fact, bullies often bully because they are sad themselves.

God loves every single one of us very much and wants us ALL to be happy. He wants us to show love to each other and be happy together.

Bullying may happen anywhere, but that doesn't mean that we can't do anything about it. If you are being bullied, or see someone else being bullied, remember to Speak Up Now.

(Pupil Anti Bullying Policy, February 2016, reviewed 2024)

2. DEFINITION OF BULLYING

• Bullying can include physical and emotional abuse such as name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, peer isolation (e.g. excluding people from groups) and spreading hurtful and untruthful rumours.

• The same unacceptable behaviours can be expressed online; this is sometimes called online bullying or cyberbullying. Specifically, this can include sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.

• St Patrick's Catholic Primary School recognise that bullying can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

• Bullying is recognised by St Patrick's Catholic Primary School as being a form of child on child abuse; children can abuse other children. Abuse is abuse and it should never be tolerated or passed off as "banter", "just having a laugh" or "part of growing up". We recognise that even if there are no reports of bullying, it does not mean it is not happening and it may be the case that it is just not being reported. All victims will be taken seriously and offered appropriate support, regardless of where the abuse takes place.

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

The main types of bullying are:

- **Emotional**- unfriendly behaviour, excluding, tormenting e.g. hiding books, threatening gestures
- **Physical**- pushing, kicking, hitting, punching or any use of violence;
- **Racist**- racial name calling, taunts, graffiti, gestures;
- **Sexual**- unwanted physical contact or sexually abusive comments;
- **Religious –** a negative or unfriendly focusing on religious difference or how somebody expresses their faith
- **Homophobic** - focussing on the issue ofsexuality;
- **Transphobic** - intentionally making someone unhappy because of their sex or because they may not be perceived to conform to normal genderroles.
- **Verbal** - name-calling, sarcasm, spreadingrumours, teasing;
- **Cyber -** all areas of the internet e.g. email & internet chat roommisuse; mobile phone threats by text messaging & calls; misuse of associated technology e.g. camera & videofacilities.

More Information: https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/bullying-and-cyberbullying/

3. AIMS

- To ensure that all governors, staff, parents/carers and pupils share an understanding of what bullying is - and is not;
- To set out a co-ordinated approach to preventing and tackling bullying at school and whilst pupils travel to and from school.
- For staff to recognise that some members of our community may be more vulnerable to bullying and its impact than others; this may include children with SEND. Being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required.
- To prevent / eliminate acts of bullying at St Patrick's Catholic Primary School by creating an atmosphere in which pupils feel secure enough to confide in teaching and support staff, knowing that they will be listened to with understanding andsensitivity.
- To ensure that all personnel involved in the everyday running of theschool are aware of these aims so that pupils benefit from a consistent approach to theirsituation.
- To ensure all members of the school community understand their responsibility to report incidents of bullying so they may be dealt with to preventreoccurrence.
- To raise pupil awareness of the issues of bullying by using assemblies, PSHE, circle timeand the school council to address them.
- To listen carefully to the victims of acts of bullying and set a sensitive plan of action and support in place. This incorporates all children as well as allstaff.
- To develop all pupils' understanding of the destructive nature of bullying through the effective implementation of our Behaviour and Self Regulation policy and Mission Statement.
- To listen to the perpetrator and set a plan of action and support in place; sensitive to the needs of the child.
- To work in partnership with individual and groups of parents, acting swiftly and firmly in line with the Behaviour and Self-Regulation policy toresolve such situations.
- To keep informed about IT developments and how this may have an impact with bullying issues such as cyber bullying, texting and social networkingsites.

Our school has a commitment to Safeguarding its pupils and staff for this to be achieved. This policy can be cross referenced to all those categorised within Safeguarding policies e.g. Behaviour Policy, Child Protection Policy, Equalities Policy.

4. PREVENTATIVE STRATEGIES

School staff will develop a whole-school approach to developing pupils' social and emotional skills, thus preventing bullying, promoting good behaviour and creating an environment that prevents bullying from being a serious problem

- rewarding and celebrating good socialskills;
- offering peer support
- developing school/class rules
- involving the children in decision making over issues that affect them ie. voice of every child is heard in Subject Ambassador Meetings to improve our school community
- helping to resolve issues of unacceptable behaviour with the child/children involved
- providing individual support and/or small-group work for pupils related to social and emotional skills
- regularly using PSHE lessons ('Jigsaw'), Relationship and Health Education ('Life to the Full'), Values based Celebration of the Word, Circle Time etc. to teach social and emotionalskills
- planning and delivery of whole school annual Anti Bullying cross curricular week
- Staff will investigate all incidents of serious misbehaviour akin to bullying and cyberbullying, and any confirmed situations will bedealt with by the Headteacher.
- Governors will monitor incidents of bullying and cyberbullying through termly Headteacher reports.

Saint Patrick's Catholic Primary operates an open-door policy for pupils and parents in which problems can be discussed and resolved. The pupil inspired slogan **'Speak Up Now'** (S.U.N.) is promoted for all children in our school and emphasised regularly so that pupils are confident in approaching **any** adult if they have a worry about their own or another person's inappropriate behaviour. All pupils in the school are aware of staff who they can talk to – particularly their class teacher or member of support staff.

5. Cyberbullying

When responding to cyberbullying concerns, the school will:

- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the person who has been cyberbullied, and work with the person who has carried out the bullying to ensure that it does not happen again.
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Take all available steps where possible to identify the person responsible. This may include:
  - looking at use of the school systems
  - identifying and interviewing possible witnesses
  - Contacting the service provider and the police, if necessary.
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:
  - Support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.
  - Confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law. We will access the DfE 'Searching, screening and confiscation at school' and Childnet cyberbullying guidance to ensure that the school's powers are used proportionately and lawfully).
  - Requesting the deletion of locally-held content and content posted online if they contravene school behavioural policies.
- Where an individual can be identified, the school will ensure that appropriate sanctions are implemented to change the attitude and behaviour of the bully, as well as ensuring access to any additional help or support they may need.
- Inform the police if a criminal offence has been committed.
- Provide information to staff and pupils regarding steps they can take to protect themselves online. This may include:
  - advising those targeted not to retaliate or reply.
  - providing advice on blocking or removing people from contact lists.
  - helping those involved to consider and manage any private information they may have in the public domain.

6. Supporting Adults

Our school takes measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of adults, including staff and parents, whether by pupils, parents or other staff members, is unacceptable.

Adults who have been bullied or affected will be supported by:

- Offering an immediate opportunity to discuss the concern with the designated safeguarding lead, a senior member of staff and/or the Headteacher.
- Advising them to keep a record of the bullying as evidence and discuss how to respond to future concerns.
- Where the bullying takes place off school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the schools' behaviour and discipline policy.
- Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.
- Reassuring and offering appropriate support.
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Adults who have perpetrated the bullying will be helped by:

- Discussing what happened with a senior member of staff and/or the Headteacher to establish the concern.
- Establishing whether a legitimate grievance or concern has been raised and signposting to the school's official complaints procedures.
- If online, requesting that content be removed.
- Instigating disciplinary, civil or legal action as appropriate or required.

7. **ROLES AND RESPONSIBILITIES**

<u>The Role of Governors</u>

- The Governing Body supports the Headteacher in the implementation of Anti Bullying strategies.
- The Governing Body does not condone any form of bullying in the community of our school. Any incidents of bullying are taken very seriously and dealt with appropriately.

- The Governors require the Headteacher to keep accurate records of any incidents of bullying, including those that are racially motivated, together with action taken.
- The Governors and Headteacher are responsible for reviewing the policy on an annual basis.
- Parents unhappy with the action taken by the Headteacher in response to a bullying incident have the right to make a formal complaint to the Governing Body *(Complaints Policy on school website under 'Policies').*

The Role of the Headteacher

- The Headteacher takes appropriate and immediate action in response to an incident proven to be bullying. The Governing body will be informed where necessary.
- The Headteacher implements the school anti-bullying strategy and to ensure that all staff are aware of the school policy and know how to deal with incidents of bullying.
- The Headteacher supports staff in ensuring that children know that bullying is wrong, through professional development in behaviour management and curricular development.

The role of All Staff Members

- All staff have a collective responsibility for discouraging and responding to any incidences of bullying in a timely manner.
- If members of staff witness an act of bullying, they support the children involved following discipline and behaviour procedures.
- Online training is cascaded amongst all staff. Awareness will be developed within the curriculum. All staff will follow the agreed Behaviour and Self-Regulation Policy making a written record of the circumstances associated.
- Teachers and TAs support all children in their class to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent bullying from occurring.

The Role of Parents

- Parents have a responsibility to understand and support the school's Anti Bullying policy and to actively encourage their child to be a positive member of the school community.
- Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact a member of staff as soon as possible.

8. REPORTING AND RECORDING INCIDENTS

Procedures

- Pupils, parents and staff should report bullying incidents to a member ofstaff as soon as possible.
- All cases of bullying should be recorded by staff and a copy given tothe Headteacher
- In serious cases parents/carers should be informed and will be asked to attend a meeting to discuss the problem
- The bullying behaviour or threats of bullying will be investigated and bullying stopped quickly
- Help will be given to the child/children who are bullying to changetheir behaviour and to understand the impact the bullying behaviour hashad
- Support will be available for the person being bullied
- In serious incidents the situation will be monitored by staff to ensure thatthe bullying has stopped permanently.
- If necessary, other agencies may be consulted or involved, for example the police if a criminal offence has been committed, Integrated Front Door or Early Help if a child is felt to be at risk of significant harm.
- In very serious bullying cases the school and Governing Body reserve the right to exclude a pupil who has been involved in a very serious incident/s of bullying.

Both bystanders and pupils being bullied must realise that 'not telling' means that bullying is likely to continue and other people will get hurt. A record of all bullying incidents and the action taken is maintained by the Headteacher. The sanctions imposed will be in line with those outlined above and will depend on the severity of the incident/s, the age of the child or any special educational need or disability they may have. Sanctions will be applied fairly, proportionately, consistently and reasonably, taking account of any Special Education Needs (SEND) or disabilities that pupils may have and taking into consideration the needs of vulnerable children.

In the case of staff reporting incidents of bullying from another adult, these should be recorded and Staffing policies should be followed, as appropriate.

9. POLICY REVIEW

The Governing Body will undertake an annual review of the school's Anti Bullying Policy and procedures as part of its annual review of all safeguarding policies, and will remedy any deficiencies or weaknesses found without delay.

Date of policy last review: October 2026
Date of next review: October 2027

APPENDIX 1: Pupil Anti Bullying Policy pamphlet
APPENDIX 2: Logging form for Incidents of Bullying
APPENDIX 3: Useful sources of information and support for children and young people and their parents/carers

APPENDIX 1
Saint Patrick's Catholic Primary School
PUPIL ANTI BULLYING POLICY PAMPHLET

Saint Patrick's Catholic Primary

ANTI-BULLYING

POLICY

SPEAK
UP
NOW!

Live, Love and Learn
Like Jesus

APPENDIX 2

Saint Patrick's Catholic Primary School

LOGGING FORM FOR INCIDENTS OF BULLYING

It is good practice to centrally log all incidents of bullying.

Reported by:

Name and year group of the pupil/s who have been bullied:

Name and year group of the pupil/s who have bullied:

Date of incident/s _____

Time of incident/s _____

Indicate type of incident/s – please tick one or more boxes

Verbal abuse		Isolation (including being ignored or left out)		Physical abuse	
Having personal possessions taken/ causing damage to personal property		Cyber bullying (including text messages, emails, social networking sites…)		Being forced to hand over money	
Being forced into something against their will		Spreading rumours/ nasty notes		Other (please specify)	

Brief description of incident/s

Advice given/ action suggested by person who logged this complaint

- Have the parents/carers of the pupil/s who were bullied been informed?

- Have the parents/carers of the pupil/s who have bullied been informed?

APPENDIX 3

Saint Patrick's Catholic Primary School

USEFUL SOURCES OF INFORMATION AND SUPPORT FOR PUPILS AND THEIR PARENTS

Childline Helpline: 0800 1111 (open 24 hours a day - aimed at children who are experiencing bullying problems)
For children who are deaf or hard of hearing textphone service: 0800 400222 www.childline.org.uk

DirectGov Information on different types of bullying, what to do about bullying, and information and advice for people who are bullying others and want to stop. www.gov.uk/bullying-at-school/the-law

EACH EACH has a freephone Actionline for children experiencing homophobic bullying: 0808 1000 143. It's open Monday to Friday 10am-5.00pm www.eachaction.org.uk/

Kidscape Helpline: 020 77303300 (aimed at parents, guardians or concerned relatives or friends of bullied children) www.kidscape.org.uk/

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Family Lives: www.familylives.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- Restorative Justice Council: www.restorativejustice.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
- The UK Council for Internet Safety (UKCIS): www.gov.uk/government/organisations/ukcouncil-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: https://anti-bullyingalliance.org.uk/tools-information/all-about-bullying/at-risk-groups/sen-disability

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
• Tell Mama: www.tellmamauk.org
• Educate against Hate: www.educateagainsthate.com
• Show Racism the Red Card: www.srtrc.org/educational

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-campaignposters
• Anti-bullying Alliance: Preventing and responding to Sexual Bullying: www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-sexist-bullying
• Anti-bullying Alliance: advice for school staff and professionals about developing effective
anti-bullying practice in relation to sexual bullying: https://anti-bullyingalliance.org.uk/toolsinformation/all-about-bullying/sexual-and-sexist-bullying/investigating-and-respondingsexual