

St. Thomas of Canterbury Catholic Primary School



Anti-bullying Policy

Date Agreed:	March 2025	Review Date:	As required
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Headteacher:	Mrs E Poulteney	Chair of Local Governing Body:	Mr Thompson
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SCHOOL MISSION STATEMENT



At St Thomas' we are learning to follow Jesus, showing respect and consideration for ourselves and others. We all have the opportunity to learn and work to the best of our ability in a safe and loving environment.

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1. Statement of Intent

St Thomas of Canterbury Catholic Primary School is committed to providing a supportive, caring and safe environment in which all children are free from the fear of being bullied. As a school we take bullying and its impact seriously. Bullying of any form is not tolerated in our school, whether carried out by a child or an adult.

Staff, children and parents or carers will be made aware of the school's position on bullying. Bullying behaviour is unacceptable in any form. The school has high expectations of outstanding behaviour and we consistently challenge any behaviour that falls below this. Anyone who knows that bullying is happening is expected to tell a member of staff.

Any child who is a victim of bullying will be dealt with in a sympathetic manner. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff informed, and then discussed with the Senior Leadership Team. The incident will be recorded and all staff informed so that close monitoring of the victim and bully can begin. Parents of both parties will be informed.

The purpose of this Anti-Bullying Policy is to:

- Promote a safe, secure and positive learning environment for all pupils at St Thomas of Canterbury Catholic Primary School.
- Ensure a consistent and effective approach to preventing, identifying and responding to all forms of bullying.

- Empower pupils, staff and parents/carers to recognise, report and address bullying behaviours.
- Align with the school's Catholic ethos, vision and values.
- Comply with all relevant legislation, including the Equality Act 2010 and the Education and Inspections Act 2006.

2. Defining Bullying

At St Thomas of Canterbury Primary School, we recognise that many children and young people will experience conflict in their relationships with other children and young people. As a school, we are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others.

Bullying is defined as any repeated, intentional behaviour that causes physical, emotional or psychological distress to another individual or group. Bullying can take many forms, including:

- Emotional - being unfriendly, excluding, tormenting, threatening behavior
- Verbal - name calling, sarcasm, spreading rumours, teasing, use of derogatory language
- Physical - pushing, kicking, hitting, punching or any use of violence
- Extortion - demanding money/goods with threats
- Online – use of social media, messaging and calls. Misuse of associated technology e.g photos and videos.
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact, sexually abusive comments
- Homophobic or biphobic - bullying because of sexuality or perceived sexuality
- Transphobic – because of gender identity or perceived gender identity

Bullying can have a significant and lasting impact on a pupil's wellbeing, self-esteem and academic progress. It is unacceptable in all circumstances and will not be tolerated at St Thomas of Canterbury Primary School.

3) Roles and Responsibilities

Pupils

- Treat all members of the school community with kindness, respect and dignity.
- Report any incidents of bullying to a trusted adult, such as a teacher or parent.
- Actively participate in anti-bullying initiatives and promote a positive school culture.
- Refrain from engaging in or encouraging any bullying behaviours.

Staff

- Model respectful and inclusive behaviour at all times.
- Be vigilant in identifying potential bullying incidents and respond promptly.
- Provide appropriate support and guidance to pupils affected by bullying.

- Implement the school's anti-bullying procedures consistently and effectively.
- Participate in regular training to enhance their understanding and skills.
- Communicate with parents/carers regarding any bullying concerns.

Parents/Carers

- Work in partnership with the school to promote positive behaviour.
- Encourage their child to report any bullying incidents and support the school's response.
- Engage with the school's anti-bullying initiatives and provide feedback.
- Model respectful and constructive behaviour when communicating with the school.

School Leaders

- Ensure that the anti-bullying policy is developed, implemented and regularly reviewed.
- Allocate appropriate resources and training to support the policy's effectiveness.
- Monitor and evaluate the impact of the policy, making adjustments as necessary.
- Communicate the policy and its implementation to the whole school community.
- Ensure that all staff are aware of their responsibilities and receive appropriate support.
- How will we ensure that all members of the school community understand and fulfil their roles and responsibilities in relation to this policy?

4) Prevention and Intervention Strategies

We foster a clear understanding that bullying, in any form, is unacceptable. We believe that preventing bullying is the responsibility of our whole school community and when there are incidents of bullying we will work together to deal with the situation and to learn from what has happened. St Thomas of Canterbury Primary School will adopt a range of proactive and reactive strategies to prevent, identify and respond to bullying, including:

- Involving the school community in developing our policy.
- Using assemblies and circle time in class to ensure that pupils understand the differences between relational conflict and bullying.
- Building a positive ethos based on respecting and celebrating all types of difference in our school.
- Creating a safe and happy environment, with consequent positive relationships that have an impact on learning and achievement.
- Having a positive ethos that all pupils, staff and parents understand.
- Work in school which develops empathy, social skills and emotional understanding e.g. PSHE, Citizenship, social and emotional learning programmes, circle time, peer mediation and playground buddies.
- Secure the safety of the target of bullying.
- Take actions to stop the bullying from happening again.
- Whole school learning - reflection on what we have learnt.

- Think about any safeguarding concern and report concerns to Designated Safeguarding Lead.
- Provide assurances to child that concerns have been listened to and action will be taken.
- Consider who else is involved and what roles they have taken.
- Send clear message that the bullying must stop.
- Work with both parties to find solutions.
- Identify the most effective way of preventing reoccurrence and any consequence.
- Reflect and learn from bullying episodes –consider what needs to happen next to prevent future bullying e.g. PSHE, training etc.
- Raising awareness of online bullying through regular e-safety lessons.
- Adopting a social model approach to bullying. Diversity is valued and everyone is included in our school.
- Focused work with individuals and groups of pupils where required to support understanding and development of social skills e.g. social skills groups.
- Ensuring playground and midday staff are trained and we have a range of activities at lunchtime to promote positive play.
- Offering training to all school staff around bullying, including specific guidance on those groups who are most likely to be bullied.

5) Procedures and Reporting

In our school, pupils are encouraged to talk to staff when they are unhappy or have concerns. Pupils in our school understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe. St Thomas of Canterbury Primary School has clear procedures in place for reporting, recording and responding to bullying incidents, including:

Reporting

- Pupils, staff and parents/carers can report bullying concerns to any member of school staff, who will then follow the appropriate procedures.
- When pupils report their concerns our staff are trained to LISTEN and to BELIEVE.
- Reporting can be done in person, via telephone, email or staff can report through the school's online reporting system (CPOMS).
- Children are taught that it is important to talk to a trusted adult if bullying is taking place outside of school.
- All reports will be taken seriously and investigated promptly, with appropriate action taken.

Recording

- All bullying incidents will be recorded using CPOMS, which includes details of the incident, those involved, actions taken and the outcome.
- Records will be kept securely and confidentially, in line with data protection regulations.
- Patterns and trends in bullying behaviour will be regularly analysed in SLT safeguarding meetings to inform the school's ongoing response.

Responding

- The school will follow a clear, consistent process for investigating and addressing bullying incidents, including:
 - Gathering information from all parties involved
 - Determining the nature, severity and context of the bullying
 - Applying appropriate sanctions and interventions, in line with the school's behaviour policy
 - Providing support and guidance to pupils affected by bullying
 - Monitoring the situation to ensure the bullying has stopped and does not recur
- The school will communicate with parents/carers throughout the process and involve them in the response, where appropriate.

6) Training and Awareness

St Thomas of Canterbury Primary School will provide regular training and awareness-raising activities to support the implementation of this Anti-Bullying Policy, including:

- Induction training for all new staff on the school's approach to anti-bullying
- Ongoing professional development for all staff to enhance their knowledge, skills and confidence in addressing bullying
- Pupil workshops and assemblies to promote anti-bullying messages and empower them to report concerns
- Parent/carer information sessions and resources to help them support their children and the school's approach
- Collaboration with external agencies and experts to access specialist guidance and support

7) Monitoring and Review

This Anti-Bullying Policy will be regularly monitored and reviewed to ensure its continued effectiveness, including:

- Annual review of the policy's content, implementation and impact, involving all stakeholders
- Regular analysis of bullying incident data to identify trends, patterns and areas for improvement
- Feedback from pupils, staff and parents/carers on the school's approach to anti-bullying
- Monitoring of the school's wider behaviour and safeguarding policies to ensure alignment
- Adjustments to the policy and its implementation, as necessary, to address any identified issues

The results of this monitoring and review process will be reported to the school's governing body, and the policy will be updated accordingly.

In conclusion, St Thomas of Canterbury Primary School is committed to creating a safe, inclusive and supportive environment for all its pupils. This comprehensive Anti-Bullying Policy outlines our approach to preventing, identifying and responding to bullying, in line with our Catholic ethos and values. By working together as a school community, we can ensure that every child feels respected, valued and able to thrive.