



St Wilfrid's Catholic Primary

Anti-Bullying Policy

2023-2024

Statement of intent

St Wilfrid's Catholic Primary School considers that bullying of any kind is unacceptable. Neither do we accept that it is a phase which children and young people go through, that it is part of growing up or that it teaches children and young people to stand up for themselves.

St Wilfrid's Catholic Primary School acknowledges however that bullying does happen from time to time, and we will deal with incidents as promptly and effectively as possible. St Wilfrid's Catholic Primary School wants to uphold a caring ethos within the school environment where everyone can work, play and express themselves, free from the fear of being bullied. Through the implementation of our policy, we seek to ensure that:

- There is a shared understanding of what constitutes bullying, how we prevent bullying and how we respond to reports of bullying.
- Pupils know how to report actual and perceived bullying incidents and have the confidence to do so.
- Our curriculum equips pupils with strategies to be able to talk about anything that worries them in any area of their lives.
- Reported bullying incidents are monitored so that the effectiveness of St Wilfrid's Catholic Primary School anti-bullying work can be evaluated and adapted where necessary.

What is bullying?

Bullying includes a range of abusive behaviour that is:

- Repeated.
- Intended to hurt someone either physically or emotionally.
- Difficult to defend against.

Bullying is defined as the repetitive, intentional harming of 1 person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

Bullying can include:

TYPE OF BULLYING	DEFINITION
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Prejudice-based and discriminatory, including: <ul style="list-style-type: none"> • Racial • Faith-based • Gendered (sexist) • Homophobic/biphobic • Transphobic • Disability-based 	Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g., gender, race, sexuality)
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps, gaming sites, devices or via images, audio, video, or written content generated by artificial intelligence (AI)

5. Roles and responsibilities

5.1 The local governing committee.

The LGC is responsible for monitoring this behaviour policy's effectiveness and holding the headteacher to account for its implementation.

We recognise that:

- Bullying causes real distress and affects a person's health and development.
- In some instances, bullying can cause significant harm.

- All children and young people, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse.
- Bullying might be motivated by actual differences between children and young people, or perceived differences.
- Bullying may encompass unfavourable or negative comments, gestures, or actions directed at someone in relation to a vulnerability.
- Everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.
- Bullying may take place in any location at St Wilfrid's Catholic Primary School including in classrooms, corridors, toilets, dining hall and the playground.
- Bullying can also occur on the way to and from school, during educational visits, when pupils use transportation, and through virtual or cyber-bullying.
- The headteacher is legally empowered to address such incidents and will do so in accordance with this policy.

We believe:

- Children and young people should never experience abuse of any kind.
- We have a responsibility to promote the welfare of all children and young people, ensuring their safety and operating in a manner that protects them.
- Bullying can have an impact on everyone involved.
- Children and young people who are bullied are at a higher risk of developing problems, including depression and anxiety, having fewer friendships, experiencing peer rejection, being wary and suspicious of others, facing difficulties in adjusting to school, and achieving less academically.
- Children and young people who engage in bullying behaviour are at an increased risk of substance misuse, academic problems, and violent behaviour in later life
- Children and young people who witness bullying may exhibit similar signs to those who are being bullied. They may become reluctant to go to school, feel frightened, unable to act, and experience guilt for not intervening to help.

What we will do to prevent bullying

- Adhere to our behaviour policy, which outlines the expected conduct for all individuals involved in our organisation, whether in face-to-face interactions or online, and both within and outside of our activities.
- Conduct frequent discussions with all stakeholders concerning bullying and strategies for its prevention.
- Offer support and training to all staff and volunteers to address all forms of bullying.

- Put clear and robust anti-bullying procedures in place
- Have a robust and up-to-date anti-bullying policy.
- Articulate what action will be taken by staff if bullying is reported or suspected.
- Cultivate a school ethos that rejects bullying as acceptable, integrating this principle into the school curriculum, PSHE, SRE, assemblies, as well as using posters, signposts, and shared information about bullying.
- Foster children and young people's confidence in approaching any staff member if they experience bullying, ensuring they understand that their concerns will be taken seriously, addressed, and followed up.
- Thoroughly document and analyse all incidents of bullying, reporting on recurring patterns and maintaining precise records of bullying incidents, including types, locations, and times.

Diversity and inclusion

We recognise that bullying is closely related to how we respect and recognise the value of diversity. We will be proactive about seeking opportunities to learn about and celebrate differences, increasing diversity within our staff, volunteers, children and young people and welcoming new members to our organisation. We plan positive action to identify and support pupils from particularly vulnerable groups. We work with all relevant staff members and provide additional support where necessary. This might include extra supervision at break times, setting up a circle of friends support network, use of the curriculum to develop an understanding of differences, or access to structured interventions to reduce vulnerability.

How to report bullying

We will thoroughly investigate reports made by anyone, including the child or young person being bullied, another pupil, a family member, or a staff member. Reports can be made to any member of staff, and they will ensure that the most suitable person investigates the matter. Additionally, reports can also be made by confiding in a friend or someone at home and asking them to report it to an adult, sending a letter or email to the school office, or contacting a helpline such as Childline at 0800 1111.

How we will respond to bullying reports

We are committed to taking all reports of bullying seriously. In response, we will follow an established procedure (see Appendix 1) consistently, impartially, and promptly for addressing all allegations and incidents. Throughout the investigation and resolution process, our staff will ensure the protection and support of all children and young people involved. We guarantee that everyone affected will have the opportunity to be heard, and we will swiftly take appropriate action to put an end to any bullying behaviour or threats of bullying.

All incidents of alleged and actual bullying will be recorded on CPOMS. CPOMS records will also be used to identify those pupils who may be more vulnerable.

Sanctions will be imposed in line with sections 7 and 8 of our Behaviour and Relationships Policy.

Monitoring and evaluation of the policy

To ensure the effectiveness of this policy, we will implement regular monitoring and evaluation. This will encompass the analysis of bullying reports, as well as the use of questionnaires, surveys, focus group discussions, and feedback from all stakeholders. The governor responsible for behaviour matters will oversee the monitoring of bullying incidents and provide feedback to the Governing Body. Following our annual review of monitoring efforts, we will evaluate our policy and introduce any necessary improvements to enhance our anti-bullying initiatives.

This evaluation will also be used to identify training needs and to source appropriate CPD.

We will communicate these changes to the entire school community.

Policy written by: Mrs P Johnstone

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Approved December 2023

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