

# St Thomas of Canterbury Catholic Primary School



## Anti-Bullying Policy

Approved by:	Full Governing Body	Date: 26 <sup>th</sup> March 2025
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Next review:	May 2026	

## MISSION STATEMENT

# *Growing Together in God's Love*



### **Give love in all we do and say**

- We live out our school values of:
  - Love
  - Peace
  - Forgiveness
  - Fairness

Which are based on Gospel teachings (The Beatitudes).

- We welcome everyone into our safe and caring family.
- We always try to be positive role models.

### **Rejoice in God's friendship**

- We pray together every day and in many different ways.
- We continue our journey in the Catholic faith and develop our own personal relationship with God.
- We celebrate the awe and wonder of God's creation and look after our world.

### **Open our hearts to others**

- We share our time and talents to enrich the lives of others.
- We build positive relationships within our school family and extend this to the wider community.
- We celebrate our culture whilst exploring and respecting the beliefs and cultures of others.

### **Work at being the best we can be**

- We understand that each of us has been made in the image and likeness of God with our own unique talents and gifts.
- We have high expectations: listening, reflecting and always trying our hardest.
- We value, encourage and support everyone in our school family.

## **Anti-Bullying Policy**

### **Statement**

At St Thomas of Canterbury Catholic Primary School, we seek to provide a secure, happy and caring environment where children will learn to be hardworking, courteous, respect themselves and others, develop friendly relationships, and achieve their full potential. We are determined to create and support an ethos which discourages aggression and which respects the right of every individual to play, learn and socialise in a tension-free atmosphere. Hence the school takes the view that bullying is a form of anti-social behaviour that has no place within its community and as such bullying, in any form, will be dealt with as a serious matter.

### **Introduction**

It is evident from known research that bullying is more prevalent in schools than is generally thought and this prompts St Thomas of Canterbury Catholic Primary School, to avoid adopting the view that "it doesn't happen here". It is therefore the policy of the school to actively and consistently monitor and discourage any circumstance or behaviour, which may lead to or encourage bullies or bullying.

### **What constitutes bullying**

There are many definitions of bullying but most acts have three things in common:

- It is deliberately hurtful behaviour
- It is repeated often over a period of time
- It is difficult for those being bullied to defend themselves

Bullying can take many forms but three main types are:

- Physical – hitting, kicking, taking or damaging belongings
- Verbal – name calling, insulting comments, racist remarks, homophobic remarks (hate crime)
- Indirect – spreading rumours, exclusion from social groups

### **Aims**

At St Thomas of Canterbury Catholic Primary School we aim to ensure:

- That every child in our care has the chance of peace, happiness and fulfilment.
- That no child suffers mental or physical abuse from another child.
- That no child intimidates another with a wilful and conscious desire to hurt, threaten or frighten.
- That no child is lonely or withdrawn because of isolation due to other children's behaviour towards them.

### **WE WILL ACHIEVE THIS BY:**

- ✓ Encouraging the children to be non-aggressive.
- ✓ Fostering opportunities whereby pupils can achieve praise and recognition for co-operative behaviour.
- ✓ Encouraging the children to take responsibility for and to reflect on their actions.

- ✓ Ensuring that positive efforts are taken to establish a climate where bullying is rejected by all as an anti-social activity and where a respect for rules and fair play is encouraged at every opportunity. These efforts will be based in curriculum projects and, in particular, in whole school activities such as assemblies where the issue of bullying will be placed in a public arena for staff, pupils, parents and governors to jointly and openly confront.
- ✓ Promoting self-respect and helping children to amicably resolve their differences.
- ✓ Ensuring that there is plenty of supervision at all times.
- ✓ Ensuring that all staff exercise particular vigilance in those areas where bullying is likely to take place. For example:
  - On the playground
  - In toilets
  - On route to and from school
  - In unstructured situations (e.g., wet play – therefore close supervision is essential as is the involvement of Midday Supervisors)
- ✓ All staff need to be aware that bullying will probably take place at some time in these areas and need to be vigilant in recognising signs and, if possible, forestalling incidents or minimising the worst excesses of bullying.
- ✓ Ensuring that everyone knows that bullying is taken seriously and that it is not acceptable in any form.
- ✓ Ensuring that everyone in school knows that there are certain procedures, which are immediately put into operation when and if bullying takes place.

### **Procedure to be followed if bullying is suspected/confirmed**

- A verbal report is to be made to the Head Teacher of the facts as known. A brief written report may be requested in circumstances where it is felt the incident is of sufficient seriousness. Where possible this should include reports from both bully and victim. This will constitute a formal record of events and may eventually be included in individual pupil records and become available for inspection by interested parties.
- Individuals involved in the bullying incident(s) or witnesses to, or a part to the same will be spoken to about the incident(s) by the Head Teacher and all evidence available will be considered.
- Parents may be involved according to the seriousness of the incident(s). Parents of both victim and perpetrator will be invited to come to school to discuss the matter.

- Pupils should be given the opportunity to discuss their difficulties as bullies or bullied. It is desirable that a senior member of staff should take on this task. However, we must accept that pupils will choose their own counsellor.
- Punishment should involve the usual disciplinary procedures and repetition may result in exclusion.

An incident report will be sent to the local authority if required including hate crime and racial incidents.

### **Evaluation of Anti-Bullying Policy**

Evaluation is invaluable in enabling schools to identify whether or not the anti-bullying policy is really being effective and is appropriate. Periodic evaluation will ensure that the policy adapts to changing needs whilst at the same time continuing to protect children from bullying.

Information collected from the written reports of bullying incidents within the school will enable assessment of whether occurrences of bullying are less frequent or changing in nature. Evaluation will also take into account feedback from staff, parents, pupils and governors, with respect to the policy in practice. Such information will influence the continuance of the present policy or may well prompt review and possible update of the school's anti-bullying approach.

### **Linking to Other Policies**

Underpinning the success of this policy is the need to establish and enforce policies relating to Behaviour and Discipline, e.g., Safeguarding and Child Protection, Child on child abuse, RE, PSHE, Equality, Anti-Racism and Positive Handling. For these policies in combination will support a coherent system for facilitating a healthy social and learning environment.