St. Monica's Catholic Primary School

‘Let Trust, Respect and Love live here.’

Anti-bullying Policy

Approved- Summer 26

Review Date:- Summer 27

This policy should be read in conjunction with our policy which deals with our behaviour policy.

Aims

- To promote the well-being of all pupils based on trust between all members of the school community. It is everyone's responsibility to prevent bullying from occurring.
- To offer an environment free from verbal and physical abuse.
- To provide an education free from humiliation and oppression where everyone has the chance to partake in the social and educational opportunities offered by the school.
- To report and record all instances of bullying.
- To promote a 'whole school' approach, where signals and signs are identified and swift and effective action is taken.
- To teach pupils to recognise how others feel and treat others how they would like to be treated.

What Is Bullying?

St Monica's has a zero tolerance approach to child-on child abuse. Bullying is defined as deliberately hurtful behaviour, which is repeated regularly over a period of time, where it is difficult for those being bullied to defend themselves.
Bullying can take a number of forms, however the most common types of bullying are:

- Emotional: being unfriendly, excluding, tormenting, ridicule, humiliation
- Verbal: name-calling, sarcasm, spreading rumours, threats, excessive teasing, making rude remarks, making fun of someone
- Physical: pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking, hiding or damaging someone's possessions.

Single incidents of severe verbal, physical or identity-based harassment will be treated with the same seriousness as repeated bullying and will be assessed under the school's safeguarding/child-on-child abuse procedures.

Online/cyber:
is the use of digital technologies like social media, messaging apps, or gaming platforms to deliberately target, harass, threaten, or humiliate someone. It involves repeated, harmful behaviour—such as spreading rumours, posting embarrassing photos, or sending mean messages—designed to cause emotional distress.
It also includes;

- The creation, manipulation, or sharing of AI-generated or manipulated images (including deepfakes/deep nudes) targeted at pupils or staff.

- Exposure to, or targeted bullying using, online misogynistic or extremist content.

All bullying incidents that cause or threaten to cause significant physical or emotional harm must be reported immediately to the Designated Safeguarding Lead (DSL).

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose and also falls within the definition above.

Preventative action / Accurate identification

St Monica's maintains a zero-tolerance culture toward abusive language. Staff must never dismiss bullying or harassment as 'just banter', 'teasing' or 'part of growing up', and must consistently challenge and record all derogatory behaviour before it escalates.

By the Staff

The development of social skills will be directly taught as part of the RE, computing and RSE curriculum, in assemblies and circle times. This will include work related to bullying and ways to prevent it;

- Encourage co-operative working/play.
- Take an active interest in children's playtimes and watch for signs of distress.
- Promote a shared approach with parents/carers.
- Take bullying seriously and investigate the facts of any incident.
- Support children who are being bullied.
- Encourage children to 'tell' an adult in school or at home.
- Use positive peer pressure to encourage good, non-bullying behaviour.

By the Child

The development of social skills will be directly taught as part of the RE, computing and the RSE curriculum, in assemblies and circle times. This will include work related to bullying and ways to prevent it. These will include:

- If you are uncomfortable with the repeated behaviour of another, tell them "Please stop doing that, I don't like it."
- Talk to an adult in school or at home.
- Remember, we are all individuals and different and we should be allowed to be proud of it.
- Be careful about teasing or personal remarks.
- Do not stand by and watch - tell an adult straight away. Do not be a bystander.

- Get your friends to support you positively.
- Show that you and your friends disapprove.
- Show understanding and support to children who may be bullied.

Guidance for parents

The role of parents in supporting the anti-bullying policy is important to its success.

General advice to parents includes:

- Listen to your child.
- Inform the class teacher.
- Try not to overreact.
- Tell your child that bullying exists and it is not their fault.
- Check all the facts - is it bullying or friendship problems which may resolve naturally?
- Talk about possible strategies for your child to use
- Encourage your child to tell a teacher or contact the class teacher yourself.

The support of parents of children who are accused of bullying is equally important. Personalised support will be offered to these parents on a needs led basis.

Procedures for dealing with bullying

All staff working at St Monica's are expected to follow the following procedure for dealing with reported bullying:

- Allow appropriate 'calm down' time for pupils involved.
- Talk with the bullies and the bullied individually in confidence. It may then be appropriate to discuss behaviour together and obtain genuine apologies.
- If appropriate, allow bullies to hear the feelings of the bullied child. Ask bullied/bullier what action they deem appropriate and whether it is fair.
- Ensure that all incidents of actual bullying are reported to parents and recorded within the school.
- In certain circumstances, sanctions will then be applied.
- Report suspected bullying to a member of the SLT (in line with behaviour pyramid).
- Staff may also need to consider additional measures to 'protect' the children involved (both the bullied and the bully). If staff feel that this may be required, they are expected to speak to a member of the senior leadership team.
- Depending on the seriousness and/or frequency of the unacceptable behaviour, parents may be encouraged to take an active part in 'target setting' in order to promote acceptable behaviour.
- Request guidance from other outside agencies.
- Monitor the situation until the problem is resolved.

- Learning Mentor support may be requested for both parties.

Sanctions available

The staff have a range of possible sanctions available to them. These include:

- Withdrawal from playtime
- Withdrawal from representing the school.
- Withdrawal from favoured activities.
- Withdrawal of privileges.
- Temporary removal from the classroom to a designated quiet space
- Suspension
- Exclusion from school.

It is important that the sanction is proportionate to the incident and consistent across the school.

Bullying is never acceptable, however staff need to be aware of any specific children with Special Educational or Behaviour Needs who might have specific targets relating to behaviour which could be perceived by others as bullying. Personalised support programmes may be required for individual children. Pupils involved in incidents will be informed of sanctions carried out. Staff associated with such pupils will also be informed.