St. Nicholas Catholic Primary School

Policy on Anti-Bullying

Policy Written & Agreed: _____

Ratified by Full Governing Body: November 2026

To be reviewed: September 2027

St. Nicholas
Whole School Policy on Anti-Bullying

This anti-bullying policy:

- reflects the consensus of opinion of the whole staff;
- was discussed, written and agreed by the whole staff;
- has been approved by the Governing body.

The implementation and ownership of this policy is the responsibility of the whole staff.

The overall accountability and effectiveness of the policy will be the responsibility of the Behaviour Co-ordinator and Senior Leadership Team.

At St. Nicholas Catholic Primary School, we take a committed and professional approach to the safety, welfare and happiness of the children in our care. Every child has the right to feel safe at school and anything that threatens this or stops this from happening is something we take very seriously!

As a Catholic school we regard every individual as unique and special in God's family. It is a primary aim of our school that every member of the school community feels safe valued and respected, and that each person is treated fairly and well. We are a caring community, whose values are built on mutual trust and respect for all. The school anti-bullying policy is therefore designed to ensure all members of the school can live and work together in a supportive way without fear of being bullied. It aims to promote an environment where everyone feels happy, safe and secure.

This policy outlines what we deem to be bullying behaviour and what we as a school will do to prevent it and deal with it should this unacceptable behaviour occur.

Our Mission Statement

Together with Christ we ***love, live*** *and* ***learn***.
Love God, ourselves and each other.
Live life in response to God's call.
Learn to achieve our best in everything we do.

At St. Nicholas, we have a duty of care set in the context of Gospel Values, as we believe all children are unique and loved by God. In keeping with our school mission statement, we aim to educate children to become loving, caring and spiritual adults who will take Jesus Christ as their example. Bullying is therefore viewed as being unacceptable.

1.1 – Aims of our Anti-Bullying Policy

At St. Nicholas we aim to live the Gospel Values that Jesus taught us, based on this simple principle:

"Love one another as I have loved you."

Unfortunately, there will be times when this isn't the case so we aim to:

- Treat others as we wish to be treated ourselves
- Have a clear understanding of what bullying is
- Prevent any incidents of bullying
- Educate staff, pupils and parents in ways to prevent being the child who experiences bullying behaviour
- Use the 'Protective Behaviours' programme as a tool to spot the early signs of bullying
- Have a clear system for reporting and recording any incidents of bullying behaviour
- Have a clear system to deal with any bullying behaviour for both the child who has been harmed and child who has harmed

2.1 – Definition of Bullying

Bullying is described as being 'a deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the child who has harmed. It can range from ostracising, name-calling, teasing, threats and extortion, through to physical assault on the child who is harmed and /or their property. It can be an unresolved single frightening incident which casts a shadow over a child or a series of such incidents over a period of time.'

We follow DfE guidance which defines bullying as:

"Bullying is deliberately hurtful behaviour repeated often over a period of time or on isolated occasions, where somebody deliberately intimidates or harasses another". (Department for Education)
It is also when there is an imbalance of power.

Following this definition, we will not tolerate any such behaviour; ostracising, ignoring, fighting, kicking, biting, spitting, pinching, pushing, slapping or punching. Neither will we accept; threats, swearing, name-calling, racism, extremism, sexism, homophobia or derogatory comments designed to hurt and cause offence.

At all times we wish to stress that it is the bullying behaviour that is unacceptable, not the person themselves!

2.2 – Types of Bullying

The three main types of bullying are:
- physical (hitting, kicking, theft, damage to property)
- verbal (name calling, taunts, ridicule, racist/sexist/homophobic remarks)
- indirect (spreading rumours, excluding someone from social groups, also cyberbullying)

Pupils who are being bullied may show changes in behaviour, such as
- becoming shy and nervous, feigning illness, taking unusual absences
- clinging to adults.
- lacking concentration or truanting from school.

2.3 – Specific Examples of Bullying

Racist Bullying – an incident which is perceived to be racist by the child who has been harmed or any other person. This can be:
- verbal abuse, name calling, racist jokes, offensive mimicry
- physical threats or attacks
- wearing of provocative badges or insignia
- bringing racist leaflets, comics or magazines
- inciting others to behave in a racist way
- racist graffiti or other written insults, even against food, music, dress or customs
- refusing to co-operate in work or play.

Sexual Bullying – this is generally characterised by:
- abusive name calling
- looks and comments about appearance, attractiveness, emerging puberty
- inappropriate and uninvited touching
- use of homophobic language
- looks and comments about sexual orientation or appearance.

SEN or disability – These pupils are often at greater risk of bullying. This can be characterised by:
- name calling
- comments on appearance
- comments with regard to perceived ability and achievement levels.

The need for adult sensitivity should be taken into account in a number of instances, e.g. when grouping children, marking children's work, sharing of results and assessment arrangements as well as an awareness of appropriate language being used when addressing pupils.

Text/internet bullying and the use of mobile devices – this is on the increase and can involve pupils receiving threatening or disturbing messages from possibly anonymous callers. It must be noted that although the school does not allow pupils to have mobile phones in classrooms, they can be left in the office for safe keeping during the day. The school has no position on pupils using mobile phones on the way to and from school and leaves this matter to the discretion of parents.

3.1 – Prevention of Bullying

At St. Nicholas, we look at ways of raising awareness and understanding of how our actions can affect others. We produce a *'Behaviour Policy'* which goes home to every child at the start of each year which outlines our expectations as a school. This forms part of our *'Home School Agreement'* which is also given to parents every year, signed and returned to school. This is to ensure that everyone knows and understands the high expectations we have of behaviour at St. Nicholas.

3.2 – Protective Behaviours

'Protective Behaviours' is a programme initiated by Birmingham Services for Education which looks at ways of children being and feeling safe. We use this alongside our PSHE Curriculum to ensure all staff and children are aware of ways to spot the early signs of fear, enabling the children to protect themselves if they feel vulnerable, scared or threatened in any way.

Strategies include; safe hands – naming 5 trusted adults to confide in
icebergs – Understanding thoughts, emotions and feelings

3.3 – Early Identification

In order to identify incidents of bullying; the identity of the child who has been harmed and the child who has harmed/bully, at St. Nicholas all staff have agreed to:

- each child has a named adult in school they trust – staff are aware of who has chosen them
- watch for early signs of distress in pupils
- listen, believe, act
- nominate 'Playground Buddies' to help monitor pupils at play, looking for those who are lonely or need a friend to talk to
- report all incidents of bullying to the Head Teacher and record these on CPOMS

4.1 – The Role of Governors

The Governing Body supports the Head Teacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the Governing Body does not allow bullying to take place in our school, and that any incidents of bullying which do occur are taken very seriously and dealt with appropriately.

The Governing Body monitors the incidents of bullying which occur, and reviews the effectiveness of the school policy regularly. The governors require the Head Teacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

4.2 – The Role of the Head Teacher

It is the responsibility of the Head Teacher to implement 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 Head Teacher reports to the Governing Body about the effectiveness of the anti-bullying policy on request.

The Head Teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Head Teacher draws the attention of children to this fact at appropriate times such as school assemblies.

The Head Teacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying. The Head Teacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important, listened to, and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

4.3 - The Role of the Teacher

Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. If teachers witness an act of bullying, they do all they can to support the child who is being bullied. A record is kept of all incidents of bullying that occur in the classroom, outside lesson time, either near the school or on the children's way home or to school.

If any bullying is evident or reportedly taking place between pupils, the teacher deals with the issue immediately. This may involve counselling and support for the child who has been harmed of the bullying.

Teachers and support staff routinely undergo training, which enables them to become equipped to deal with incidents of bullying and behaviour management. Teachers and support staff support all children in their class and strive to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

Within the curriculum we increase our children's awareness of the nature of bullying through appropriate inclusion in PSHE and other relevant learning activities, such as circle time, class and whole school assemblies and celebrations.

4.4 – The Role of the Parents

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the child who has harmed of bullying, should contact their child's class teacher immediately. Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

Please remind parents to contact school if they have any issues or concerns regarding another pupil so that school can deal with these appropriately. Parents must NOT approach or confront another parent or child!

4.4.1 – Parents – If your child has been bullied:

- calmly talk with your child about the experience
- make a note of what your child says; who is involved, how often, what happened and where
- reassure your child that they have done the right thing to tell you about the bullying
- explain to your child that any further incidents should be reported to a teacher immediately
- make an appointment to see your child's teacher or the Head Teacher

4.4.2 – Parents – Talking to teachers about bullying:

- try and stay calm – bear in mind that the teacher may be unaware your child is being bullied or have been given conflicting accounts of the incident
- be as specific as possible – give dates, places and names of those involved
- make a note of what action the school intends to take
- stay in touch with the school; let them know if the problem continues or if things improve

4.4.3 – Parents – If you are not satisfied:

Families who feel that their concerns are not being addressed appropriately by the school should:

- make an appointment to discuss the incident with the Head Teacher, keep a record of the meeting
- follow the school and Academy Complaints Policy processes and procedures

4.4.4 – Parents – If your child is bullying other children:

It is an unfortunate fact that some children may be involved in bullying other pupils at some time or other. Often parents are not aware that their child is involved and may find it hard to accept. It is the school's responsibility to inform the parents of their child's behaviour.

Children sometimes bully others because:

- they do not know that it is wrong
- they are unaware of the effects it can cause for the child who has been harmed
- they are copying older siblings or other family members they admire
- they haven't learned other, better ways of mixing with their peers
- they are encouraged by their friends to bully
- they are going through a difficult time and may be being bullied themselves

To stop your child from bullying others:

- talk with your child; explain that what they are doing is unacceptable and makes others unhappy
- discourage bullying behaviour, the use of aggression or force to get what they want
- explore ways of joining in with other children without bullying
- talk to your child's teacher, explain the problems your child is experiencing, discuss strategies to change this unacceptable behaviour
- regularly communicate with your child to find out how things are going at school
- give your child lots of praise and encouragement when they're co-operative and kind to others

If your child is experiencing any form of electronic bullying:

- ensure your child is careful whom they give their mobile phone number and e-mail address to
- check and print (or copy) the message and note exactly when a threatening message was sent
- report the incident to the school in the first instance and, where necessary, report incidents to the police.

4.5 – The Role of the Pupils

Children will:

- always report witnessed incidents of bullying to an adult in school
- tell an adult if they feel they are being bullied
- write a note and give it to an adult in school
- show respect for all other children in school
- act as an example for younger children in the school
- talk to parents about how they feel at school regularly

5.1 – Information for Pupils

When you are being bullied:

- be firm and clear – look them in the eye and tell them to stop
- get away from the situation as quickly as possible
- tell an adult what has happened straight away

After you have been bullied:

- tell a teacher or a trusted, named adult in school
- tell your parents
- if you are scared to tell a teacher or an adult on your own, ask a friend to go with you
- keep on speaking up until someone listens
- do not blame yourself for what has happened

When you are talking to an adult about your experience, be clear about:

- what has happened to you
- how often it has happened
- who was involved
- who saw what happened
- where it happened
- what have you done about it already

6.1 – Strategies for dealing with bullying

If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached. A clear account of the incident will be recorded and given to the Head Teacher. Parents will be kept informed by the class teacher.

Sanctions which are in line with our behaviour policy will be used as appropriate and in consultation will all parties concerned.

The following is a list of actions available to staff dealing with any incidents of bullying behaviour depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach for both child who has been harmed and child who has harmed – as bullies have often experienced bullying too, that is why they bully!

- Discussions at length with the child who has been harmed. Remain calm, show patience and understanding. Remember - LISTEN, BELIEVE, ACT!
- Identify the child who has harmed(s). Obtain witnesses if possible. Inform the Head Teacher.
- Discussions with the bully. Confront them with the details and ask them to tell the truth about the incident. Make it clear that bullying is not acceptable at St. Nicholas.
- If the child who has harmed confesses and accepts responsibility for their actions, then follow the school sanction procedures outlined in the school 'Behaviour Policy' and below.
- If the child who has harmed refuses to accept responsibility, investigate further. If it is clear that they are at fault, continue with the process. Children usually own up if presented with all the facts.
- Arrange separate appointments for discussions with the parents of the child who has been harmed and the child who has harmed. Be calm, patient and factual. Remember the purpose is to find a solution to the problem, not make it worse.
- Continue to monitor the situation by observing at play/dinner times and having regular discussions with the child who has been harmed and child who has harmed to ensure no repetition.
- Keep records of the incidents in the pupil's files on CPOMS.

6.2 – Sanctions for bullying behaviour

We have clear guidelines and a behaviour policy for all staff to follow, which all children are aware of. These enable all children to be treated fairly and equally.

6.3 – Strategies to Reduce Bullying

The school adopts a range of strategies to prevent and reduce bullying, to raise awareness of bullying and support any child who has been harmed and/or bullies. Including:

- Co-operative group work.
- Circle Time.
- Circle of Friends.
- Peer mediation.
- Peer counselling.
- Buddy systems.
- PSHE/SEAL programmes.
- Self-esteem workshops.
- Restorative justice (Fix-it tickets).

6.4 – Desired Outcome

The ultimate goal is to make the situation better, stopping the child who has been harmed from experiencing the bullying behaviour towards them, making them feel happy and safe to come to St. Nicholas School each day.

Pupils who have reported bullying or have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience and their anxieties with a member of staff
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence.

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the pupil.

As the behaviour of the bully improves then privileges can be reinstated and the child should be praised for their good behaviour. This will re-build the child's self-esteem which may have been damaged after being caught using bullying behaviour.

Please remind parents to contact school if they have any issues or concerns regarding another pupil so that school can deal with these appropriately. Parents must <u>NOT</u> approach or confront another parent or child!

St. Nicholas Catholic Primary School will be a happy, safe place for all if we live our lives as Jesus wants us to:

"Love one another as I have loved you."

Anti-bullying Policy for children at St Nicholas Catholic Primary School



What is bullying?

Bullying is when someone hurts you or makes you feel sad or lonely. Bullying is when this happens to you often. Bullying is when people threaten to do things to you if you tell. Bullying makes you feel very unhappy and only you know how you feel. It can be:

- name calling
- teasing
- hitting, pushing, pinching or kicking
- having your things taken off you
- being sent unfriendly messages
- being forced to hand over money
- being forced to do things you don't want to do
- being ignored or left out
- being attacked in any way because people think you are different
- saying things about your parents, brothers, sisters or other family members

How can we help to stop bullying at our school?

If you are being bullied:

- Tell an adult or somebody you trust what has happened straight away.
- Get away from the situation as quickly as possible.
- Try to stay calm and look as confident as you can.
- Be firm and clear – look them in the eye and, if possible, tell them to stop and tell them how you feel.

After you have been bullied:

- Tell a teacher or another adult you trust within school.
- Tell your family.
- If you are scared to tell a teacher or adult on your own, ask a friend to go with you.
- Keep on speaking until someone listens and does something to stop the bullying.
- Don't blame yourself for what has happened

When you are talking to an adult about bullying, be clear about:

- What has happened to you.
- How often it has happened.
- Who was involved.
- Who saw what was happening.
- Where it happened.
- What you have done about it already.

If you experience bullying by mobile phone text messages or e-mail:

- Tell a friend, parent or teacher.
- Be careful who you give your mobile phone number or e-mail address to.
- Make a note of exactly when a threatening message was sent.

Please ask your parents to contact school if you have any issues or concerns regarding another pupil so that school can deal with these appropriately. Parents must <u>NOT</u> approach or confront another parent or child!

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