



# **St George and St Teresa Catholic Primary School**

## **Anti-Bullying Policy**

**2025-2026**

This guidance is written to support, and to be used in conjunction with, our Positive Behaviour Policy. The school has a 'duty of care' towards its pupils with regard to bullying in that the Executive Headteacher, Head of School and staff stand in loco parentis (in place of the parents). This duty of care includes protecting pupils from harm from bullying.

At St George and St Teresa Catholic Primary School, this duty of care is set in the context of Gospel values, as we believe that all children are unique and loved by God. In keeping with the 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 by the school as being unacceptable.

### **Statement of Intent**

**"All children, young people and adults have the right to learn and work in an environment where they feel safe and that is free from harassment and bullying"**

At St George and St Teresa Catholic Primary School we are committed to ensuring that all members of the school community are safe, secure and successful.

We aim to

- take all reasonable steps to ensure the physical safety of the school community
- make our school an emotionally supportive environment for all.
- enable all members of the school community to achieve their academic potential
- develop an ethos in which bullying is unacceptable and happens very rarely.

## **Rationale**

We are committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable here at St George and St Teresa Catholic Primary School, whether it is in the school or during off-site activities. If bullying does occur, all pupils should feel able to tell someone and know that incidents will be dealt with promptly and effectively.

**Anyone** who knows that bullying is happening is expected to tell the staff.

All members of staff, pupils and parents should understand what bullying is and what the school's procedures are for responding to bullying.

As a school we take bullying seriously. Children and parents should be assured that we do not tolerate bullying and that they will be supported when bullying is reported.

## **1. What Is Bullying?**

1.1 At St George and St Teresa Catholic Primary School we define bullying as actions or words that are deliberately hurtful, repeated often over a period of time and difficult for victims to defend themselves against – there is a power imbalance between the two sides. We see that there are four main types of bullying:

- Physical – hitting, kicking, taking belongings, aggression
- Verbal – name calling, insulting, making offensive remarks including those of a sexual nature
- Indirect – spreading nasty stories about somebody, social exclusion, sending malicious emails or
- Cyber – sending malicious emails or text messages on mobile phones, inappropriate and persistent messaging and images through social networking sites

1.2 Bullying can also be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Interference with possessions
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - because of, or focusing on, the issue of sexuality
- Special Educational Needs – because of learning or physical disabilities

## **2. Why is it important to respond to bullying?**

2.1 Bullying hurts. Bullying is a form of 'peer on peer' abuse. No one deserves to suffer from bullying. Everybody has the right to be treated with respect. Pupils and staff who are bullying need to learn different ways of behaving.

2.2 We all have a responsibility to respond promptly and effectively to issues of bullying.

### **3. Signs and Symptoms**

A pupil may indicate by signs, words or behaviour that he or she is being bullied. To those who know the pupil this may simply be a feeling that 'things aren't quite right'. Adults should be aware of these possible signs and that they should investigate if a pupil:

- Does not want to come into school
- Does not want to walk to and from school
- Changes to their normal routine.
- Begins to truant for no apparent reason.
- Becomes withdrawn or displays a sudden lack of confidence.
- Is reluctant to speak to other peers or teachers.
- Deterioration in child's mental health.
- Is upset at night and has displayed a disruptive sleep pattern linked with increased nightmares.
- Is continuously complaining of feeling unwell in the morning and at school.
- Displays a downturn in their academic standards.
- Possessions and clothes are torn or damaged or go missing.
- Has a sudden increase in bruises or cuts which the pupil finds difficult, or is unwilling, to explain.
- Stops eating.
- Displays unusual aggressive and disruptive behaviour.
- Starts to bully other peers or family siblings.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

### **4. Bullying outside school premises**

Staff will investigate bullying incidents outside of school when reported by a parent, pupil or member of the community. The school will discipline pupils for bullying/misbehaving outside of the school premises e.g. public transport, shops, streets etc. if appropriate.

Parents will be informed of an incident and subsequent action taken by the school.

The school will consider whether it is appropriate to notify the police should the nature of the incident be criminal or pose a serious threat to a member of the community

### **5. Responsibilities**

#### **5.1 The Executive Headteacher and Head of school**

The Headteacher has a legal duty under the *School Standards and Framework Act 1998* to draw up procedures to prevent bullying among pupils.

The Executive Headteacher and Head of school will:

- ensure that all staff have an opportunity of discussing strategies and reviewing them;

- determine the strategies and procedures;
- discuss development of the strategies with the Leadership Team;
- ensure staff are trained appropriately

### **5.2 Head of school and SLT:**

- be responsible for the day-to-day management of the relevant policies and systems;
- ensure that there are positive strategies and procedures in place to help both those being bullied and the bullies;
- keep the Executive head informed of incidents;
- determine how best to involve parents in the solution of individual problems;
- be responsible for ensuring that the school's positive strategies are put into practice;
- know the school's procedure and deal with any incidents that are reported.

### **5.3 Teachers and other staff will:**

- be responsible for liaising with SLT over all incidents involving pupils;
- be involved in any agreed strategy to achieve a solution.

### **5.4 What St George and St Teresa Catholic Primary School will do to prevent bullying:**

**If school perceives bullying parents will be informed straight away.**

#### **KiVa Anti-bullying programme**

KiVa is an evidence-based programme to reduce and prevent bullying.

<https://data.kivaprogram.net/parents/>

The aim of this programme is to:

- To prevent new bullying cases from emerging
- To tackle bullying cases effectively
- To minimise negative effects caused by bullying



KiVa defines bullying as: intentionally and repeatedly causing distress or harm to the same individual. In addition, it is difficult for the bullied children to defend themselves. This refers to the power imbalance between the parties – the bullied child usually has less power or physical strength than the bully or bullies.

St George and St Teresa Catholic Primary School Primary is taking part the KiVa Anti-Bullying programme. This forms part of our provision for RHE in Key Stage 2 and the principles from this programme are used to deal with issues of bullying in Reception and Key Stage 1.

We will ensure that everyone understands what bullying is and how to deal with it through:

- Communication of this policy to parents, pupils, staff and governors
- Lessons and assemblies

- Induction programme for new pupils
- Regular reminders about our School Values and Mission Statement, including courteous and respectful behaviour in normal lessons and everyday activities within the school

All incidents of bullying will be seen as important and will be dealt with in a sensitive, consistent and urgent matter. Sanctions and counselling will be adopted. Pupils will be encouraged to feel able to report ALL incidents of bullying and to support each other when witnessing incidents. Friends of victims will be encouraged to report bullying if they are aware of it, even if the victims ask them not to. In all cases the victims will be given support to reassure them.

Some incidents may be relatively minor e.g. hiding a bag or a coat or using nicknames, for example, and may be dealt with by reprimand, a warning and a clear statement that such behaviour is unacceptable at St George and St Teresa. However, minor cases will be recorded, using CPOMS and passed to the appropriate class teacher or leader. Repetition or serious cases of abuse or bullying will result in parents being notified and in more severe cases sanctions being used with the bully e.g. fixed-term exclusion.

#### **6. Anti-Bullying Procedures: Parents**

If parents suspect their child is being bullied they should:

- contact the class teacher. Parents should be prepared to talk about the signs and symptoms and any suspicions they have regarding those carrying out the bullying.
- leave the initial investigation to the school. Any attempt to resolve the issue themselves will inevitably make the matter worse.
- encourage their child to talk to their class teacher or another member of staff in the first instance.

**If school suspects there may be a case of bullying...**

- Parents will be informed.
- KIVA will be actioned.

#### **7. Anti-Bullying Procedures: Pupils**

If a pupil thinks they are being bullied they must tell a trusted adult, parent, class teacher or another member of staff and be prepared [or helped] to explain what form the bullying is taking and how it affects them.

Pupils who witness bullying or strongly suspect bullying must tell a parent or any member of staff.

#### **8. Anti-Bullying Procedures: Staff**

In cases of reported or suspected bullying staff will:

- Make it clear to pupils that bullying is unacceptable.

- Respond immediately if a pupil reports an incident of bullying by either dealing with it or referring it to the pupil's class teacher
- Interview the victim(s) and friends to get a written account.
- Interview the bully and friends to get a written account.
- Log in CPOMS.
- Pass on the details to the Head of school or SLT.
- Try to make sure that the bullying is prevented by being vigilant on duty before and after school, at break and lunch time and during lesson changeovers.

#### **9. Anti-Bullying Procedures: Head of school/ SLT**

- Ensure incident is logged to CPOMS, with actions and outcomes
- All homophobic and racist incidents will be recorded with Senior Leaders
- Carry out interviews with the victim and bully if not already done by member of staff.
- Discuss the incident with the victim and the bully together to resolve the situation if possible.
- Inform parents of the victim and the bully of the incident and the actions taken.
- Exclude the bully if appropriate.
- Involve the Police if appropriate.
- Deploy strategies for improving the self-esteem of and offering care for the victim e.g. interagency work, resolution meetings, rewards, listen and value what the victim says.
- Deploy strategies for changing the behaviour of the bully e.g. inter-agency work, resolution meetings, behaviour support plans, Pastoral team support/intervention etc.

#### **10. Pupils who have been bullied will be supported by:**

- Offering an immediate opportunity to discuss the experience with a member of staff
- Reassuring the pupil
- Offering continuous support with a designated member of staff
- Restoring self-esteem and self-confidence
- Referral to ELSA team if appropriate
- Offering continuous support and advice to parents
- Being informed about the outcome of the investigation into their concerns.

#### **11. Pupils who have been identified as bullies:**

- Use of a no-blame approach that is effective, leads to changed behaviour in the bully and does not put the child who is being bullied at risk.
- Provide advice or strategies that combat the need to bully and encourages respect for others and the ability to socialise and relate to one another.
- Identify actions that may be deemed sanctions, to help the 'Bully' understand the distress they have caused and make amends.
- Ensure that the colluders understand their role in the distress of the 'victim' and that they understand their responsibilities.

Changing the attitude and behaviour of bullies will be part of the responsibility of the positive procedures used by the school. However, the school recognises that sanctions will also have to be used against bullies.

## **12. Sanctions**

Pupils who have bullied will be punished appropriately according to their behaviour, in accordance with the school's Behaviour Policy. For persistent offenders or incidents considered as gross acts of aggression, a pupil may be permanently excluded and or reported to the police (subject to age).

## **13. Complaints**

If a parent or guardian is dissatisfied with the nature or swiftness of a response made by the school following a reported incident of bullying, he/she may wish to make a complaint. The complaints procedure follows the school's Complaints Policy. The underlying principle of the policy is that any concerns raised should be handled, if at all possible, without the need for formal procedures. If, however the informal procedures are unsuccessful and the complainant wishes to take the matter further, formal measures will have to be taken.

## **14. Equal Opportunities**

In implementing this policy all members of staff must consider the school's Equal Opportunities policy. Staff must ensure that no pupil involved in any incident of bullying, is disadvantaged on the grounds of gender, race, disability, sexual orientation, age, religion or belief.