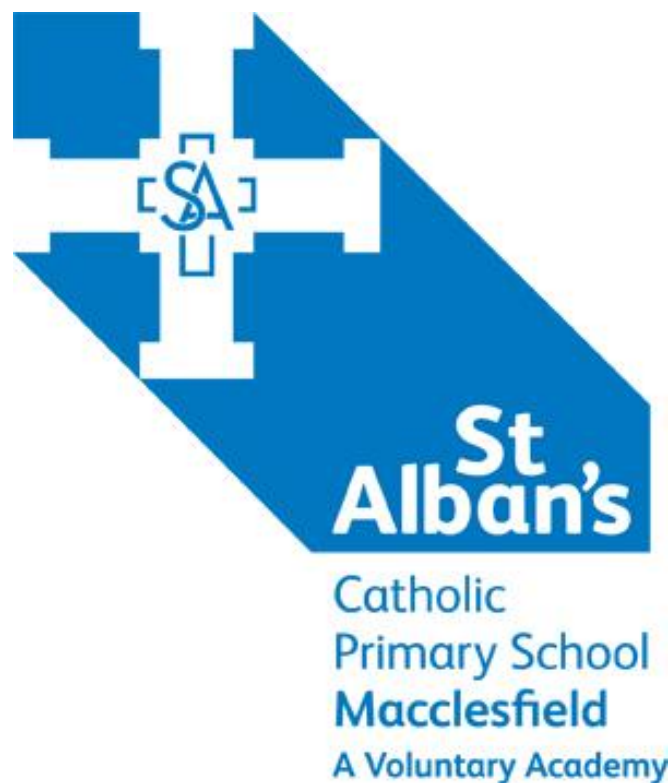


ST ALBAN'S CATHOLIC PRIMARY SCHOOL, A Voluntary Academy



Anti-Bullying Policy 2025-26

Love, learn, share and respect in the light of Jesus

To be reviewed:	October 2026
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Love, learn, share and respect in the light of Jesus.

Our Aims:

- We will create a caring Catholic community in which all members can grow in love, trust and respect for one another.
- We will ensure that each member of our Catholic school community feels special as a child of God.
- We will celebrate our differences and similarities.
- We will help each other to develop our particular talents.
- We will communicate clearly and honestly with each other.
- We will create a sense of belonging between our school, our Church and our families.

Statement of Intent

At St Alban's, we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

What Is Bullying?

Bullying is the deliberate desire to inflict hurt, to threaten or to frighten someone. It is usually persistent, conscious and wilful and consists of

aggression and/or manipulation by one or more people against another person(s).

A victim is an individual or group who suffers pain or distress as a direct result of intentional and persistent harassment. Victims commonly find it difficult to counteract bullying behaviour or to report their experiences.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures. It may be perpetrated against individuals on the basis of their race, colour, nationality, culture, language or religion.
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality based on their perceived or actual sexual orientation.
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet, such as email & internet chat room misuse. Mobile threats by text messaging & calls
Misuse of associated technology , i.e. camera & video facilities

Bullying is not:

It is important to understand that bullying is not the *odd occasion* of falling out with friends, name-calling or arguments. It is bullying if it is done several times on purpose– STOP, *(remember STOP – it happens Several Times On Purpose*

Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise, it is **NOT** classed as bullying. It is an important part of children's development to learn how to deal with friendship

breakdowns. We all have to learn how to deal with these situations and develop social skills to repair relationships.

Objectives of this Policy

- All governors, staff, pupils and parents should have an understanding of what bullying is.
- All governors and staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school, we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- changes their usual routine
- is unwilling to go to school
- becomes withdrawn, anxious, or lacking in confidence
- starts stammering
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to underperform in school work
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone

- is nervous & jumpy when a cyber message is received

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

Procedures for reporting and responding to bullying incidents

All staff will respond calmly and consistently to all allegations and incidents of bullying at St Alban's Catholic Primary School. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved. The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

1. Report all bullying allegations and incidents to staff.
2. Staff will make sure the victim(s) is and feels safe.
3. Appropriate advice will be given to help the victim(s).
4. Staff will listen and speak to all children involved about the incident.
5. The problem will be identified and possible solutions suggested.
6. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
7. Staff will reinforce that bullying behaviour is unacceptable.
8. Appropriate sanctions will be applied.
9. If possible, the pupils will be reconciled.
10. Support will be given, to help children to understand and change bullying behaviour.
11. Incidents will be recorded by staff on CPOMS.
12. Parents will be informed and will be invited to come into school for a meeting to discuss the issue.
13. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

The following sanctions may be used:

The children have also discussed this question in the School Council and some of the sanctions they suggested are included in the list below:

- Apologise to the victim(s) verbally or in writing
- Lose privileges
- Lose playtimes (stay with class teacher, write lines or do extra work)
- Spend playtimes and lunchtimes with an adult
- Parents will be invited in to school
- Be removed from class and work in isolation
- Report to the Headteacher or Deputy Headteacher
- Be withdrawn from participation in school visit, clubs and events not essential to the curriculum.
- Fixed term exclusion
- Permanent exclusion

Strategies for the prevention and reduction of bullying

Whole school initiatives and proactive teaching strategies will be used throughout school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur. The School Council developed ideas about how positive behaviour can be promoted. These include:

- Involving the whole school community in writing and reviewing the policy
- Undertaking regular questionnaires and surveys to monitor the extent of bullying in the school and the effectiveness of the anti-bullying policy
- Producing a 'child speak' version of the policy for the children
- Each class agreeing on their own set of class rules
- Awareness raising through regular anti-bullying assemblies
- PHSE and RE scheme of work from Reception to Year 6 used to support this policy
- Circle time on bullying issues
- Children writing stories and poems and drawing pictures about bullying
- Children being read stories about bullying

- Using drama and role-play to help children be more assertive and teach them strategies to help them deal with bullying situation
- Use of a confidential 'worry' boxes where children can write and post their concerns and ideas
- Introducing playground improvements and initiatives
- Using praise and rewards to reinforce good behaviour
- Encouraging the whole school community to model appropriate behaviour towards one another
- Organising regular anti-bullying training for all staff

Monitoring and evaluation of the policy

To ensure this policy is effective, it will be regularly monitored and evaluated.