



Anti-Bullying Policy

Version 1

Approved by	Draft policy to be ratified by the Governing body at the May 2025 meeting
Last Reviewed	April 2025
New Review due by	April 2028

Document History:

Date	Amendment

1. Statement

During our last Ofsted, it was recognised that, “Pupils show kindness and respect, embodied by the school’s values, to their peers and their teachers. Behaviour is impeccable across the school. Pupils know that they are looked after by kind adults who know them well. They are happy and enjoy coming to school. Pupils learn about the importance of equality, inclusion and tolerance. They are vocal about celebrating difference and creating a community where everyone is welcome.”

At Our Lady of Lourdes RC Primary School, we truly help each other to learn and to love through the core values rooted in the Gospels and inspired by the teachings and actions of Jesus. In the teachings found in Matthew’s Sermon on the Mount, core Christian values are expressed through the Beatitudes; a way of living that promotes respect, tolerance, peace, service, and the dignity of the human person, which are central to all aspects of our school life.

At Our Lady of Lourdes RC Primary School, bullying will not be tolerated, however it manifests itself. If we do have incidents of hurtful behaviour, particularly when children make mistakes in relationships, it is the ethos of Our Lady of Lourdes RC Primary School to give our pupils resilience and the skills and strategies to manage incidents of hurtful behaviour. We want our children to build positive relationships with each other. At all times, we believe that when a child demonstrates unacceptable behaviour, it is the **behaviour** which is unacceptable and **not the child**. In dealing with all reported instances of hurtful behaviour, we will reflect back on our Christian values which are embedded into every aspect of our school life.

2. Introduction

The aim of this policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school.

3. Links with other policies

Our Anti-bullying policy links with the following key policies:

Attendance

Any absence affects the pattern of a child’s schooling and regular absence will seriously affect their learning and may also impact on a child’s behaviour. Any pupil’s absence also disrupts teaching routines so may affect the learning of others in the same class.

Ensuring your child’s regular attendance at school is your legal responsibility and permitting absence from school without a good reason creates an offence in law and may result in prosecution.

Our Lady of Lourdes RC Primary School will adhere to the Attendance Policy at all times to ensure children attend school regularly.

Safeguarding Policy - Child on Child Abuse

Our Lady of Lourdes RC Primary School is committed to safeguarding and promoting the welfare of all children.

Through our personalised curriculum, PSHE, Christian values and worship, we develop the understanding of positive relationships with the children to ensure our school community is safe for all children.

However, we recognise that children may face different forms of abuse and we work together to protect children from harm. As well as being abused by adults, children can be abused by other children. This is known as 'child-on-child abuse'. The school is committed to preventing child-on-child abuse and will protect children that may be suffering, or at risk of suffering harm perpetrated by another child. We recognise that child-on-child abuse is abuse and should never be passed off as 'just banter', 'having a laugh', 'part of growing up' or 'boys being boys'. We appreciate that often there are barriers to reporting child on child abuse and as such, we understand that even if there are no reports it does not mean it is not happening. We maintain an attitude of 'it could happen here' and act in the best interests of the child at all times. Child on Child abuse forms an integral part of our safeguarding procedures and policies and behaviour policies within school. Staff receive training on indicators for child on child abuse and this is a key aspect of monitoring appropriate behaviour and welfare of all children in school. Please view our safeguarding policy for more information.

Procedures for Managing Allegations of Child on Child Abuse

Our Lady of Lourdes RC Primary School and DSL/DDSL will consider:

- The wishes of the victim in terms of how they want to proceed
- The nature of the alleged incident
- The ages of the children involved
- The development stages of the children involved
- Any power imbalance between the children
- If the incident is a one-off or a sustained pattern of abuse
- Ongoing risks to the victim, other children, school staff
- Contextual safeguarding issues

Online Safety

Our Lady of Lourdes RC Primary School is committed to keeping children safe online. The school recognises that addressing online safety issues should form an integral part of the school's safeguarding arrangements.

As part of a broad and balanced curriculum, all pupils will be made aware of online risks and taught how to stay safe online.

The school will ensure that suitable filtering systems are in place on ICT equipment to prevent children accessing inappropriate material. This system will be monitored and reviewed with any inappropriate behaviours or searches being followed up appropriately.

Behaviour

Our Lady of Lourdes RC Primary School will adhere to the school Behaviour Policy alongside the anti-bullying policy. Please see our Behaviour policy which works alongside this policy.

4. Definition

Bullying is an anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Bullying is defined as **deliberate** hurtful behaviour, **repeated regularly over a period of time**, where it is difficult for those being bullied to defend themselves.

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
- Sexual – unwanted physical contact or sexually abusive comments
- Homophobic – because of, or focusing on the issue of sexuality
- Verbal name-calling – sarcasm, spreading rumours, teasing
- Cyber – all areas of internet, such as email and internet chat room misuse, mobile threats by text messaging and calls, misuse of associated technology, i.e. camera and video facilities
- Prejudice – based bullying related to special educational need, sexual orientation, sex, race, religion and belief, social deprivation, gender reassignment or disability.

5. Aims and Objectives

This policy is designed to ensure that, as a school, we are alert to signs of bullying and act promptly and firmly against it.

We aim:

- To promote a secure and happy environment free from threat, harassment and any type of bullying behaviour.
- To take positive action to prevent bullying from occurring through giving our pupils the strategies and skills to cope through effective teaching.
- To show commitment to overcoming bullying by practising zero tolerance.
- To ensure that all pupils, staff, governors and parents are aware of the school's opposition to bullying.
- To ensure that staff will use their judgement to determine if bullying is happening as outlined in this policy and that each person is clear of their responsibilities with regard to the eradication of bullying.
- To inform pupils and parents of the school's expectations and to foster a productive partnership, which helps maintain a bully-free environment.
- To make staff aware of their role in fostering the knowledge and attitudes which will be required to achieve the above aims.
- To have a consistent approach for dealing with any incidents of bullying that may occur.

- To ensure that all bullying incidents are resolved satisfactorily within the shortest time frame possible.

6. Roles and Responsibilities

Suspected bullying should never be ignored and all forms of bullying will be taken seriously with the necessary intervention implemented to prevent incidents from taking place.

Staff will:

- Foster opportunities for children to learn to care for one another, living out the school's core Christian values.
- Never make premature assumptions.
- Listen carefully to all accounts and investigate as fully as possible.
- Adopt a problem-solving approach which moves pupils on from justifying themselves.
- Talk to the child about any incident and reassure them that telling was the right thing to do.
- Alert SLT to any reports of potential bullying who will then analyse any incidents and decide on further actions to be taken.
- Follow-up repeatedly, checking bullying has not resumed.
- Use of a range of teaching and learning styles and strategies which challenge bullying.
- Use interventions which are least intrusive and most effective.
- Act as a role model for children in their relationships with adults and children.
- Do all they can to support the child who is being bullied, ensuring that they find time to allow children to talk about any concerns.
- Ensure that children are well supervised at all times.
- Create a classroom climate of trust and respect for all by praising, rewarding and celebrating the success of all children.
- Ensure that opportunities to develop skills and strategies to cope with unacceptable bullying-type behaviour are given to pupils through PSHE, RSE, values materials, anti-bullying assemblies and related workshops.

The Head Teacher will:

- Establish opportunities for children to learn to care for one another within a happy, caring, a secure school environment in which there is a spirit of harmony and understanding.
- Implement the anti-bullying strategy and ensure that all staff (teaching and support) are aware of this policy and know how to deal with and record incidents of bullying.
- Monitor records of bullying incidents on CPOMS and report to the governing body in termly reports about the effectiveness of this policy.
- Ensure that every child knows bullying is wrong and that it is totally unacceptable behaviour. This may be done as a planned exercise or when opportunity arises, through assemblies, in PSHE/RSE lessons or during anti-bullying week.
- Maintain a school climate of mutual support and praise for success, thereby making bullying less likely.
- Inform parents if their child has been involved in bullying, whether as a victim or perpetrator and work with parents to support the child.
- Ensure all staff receive regular training on how to identify bullying and appropriate intervention techniques.

- Ensure the curriculum offers regular opportunities for children to understand the implications of bullying and the appropriate action to take.

Governors will:

- Support the Head teacher in all attempts to eliminate bullying from the school.
- Monitor incidents of bullying that occur and review the effectiveness of this policy.
- Require the Head Teacher to keep accurate records of all incidents of bullying.

Parents

When parents raise a concern that their child is being bullied, it is essential that this concern is taken seriously and not dismissed without further enquiries being made; initially, concerns of this nature will be recorded on the central school behaviour log. Where an incident meets the threshold of bullying and justifies the involvement of the HT/AHT, the incident(s) in question are logged on CPOMS by the HT/AHT and are used as a focus of the discussion with parents; this ensures there is a clear record of the concern and actions taken action by school staff.

Parents of a bullied child will:

- Talk to the child about any incident and reassure them that telling was the right thing to do.
- Make a note of what the child says.
- Make clear to the child that, if any further incidents occur, they should tell a teacher or other member of staff/trusted adult straight away.
- Make contact with the school as soon as possible.
- Parents who suspect bullying or whose child has been bullied will not take matters into their own hands.

7. Procedures

If, after investigation, bullying is confirmed, parents of a child who has been bullying will:

- Discuss the issue with the child's teacher and agree a course of appropriate actions or sanctions in line with the school's behaviour policy.
- Talk to the child and explain that bullying is wrong and hurts others.
- Regularly discuss with the child how things are going at school.
- Praise and encourage the child when they are being kind and considerate to others.

Pupils who have been bullied and/or witnesses of bullying should know that it is 'ok to tell'.

Pupils will do their best to:

- Tell an adult (e.g. parents, other relation, Head teacher, Assistant Head teacher, class teacher, teaching assistant, lunchtime supervisor) if they are being bullied or have witnessed bullying taking place.
- Understand they have a responsibility to tell an adult if they witness bullying.
- Try to resist being bullied by standing up for their own rights in an assertive but non-violent way.
- Never bully another child in the school.

Actions which may be taken

- Establish and carry out an appropriate consequence for the person(s) doing the bullying, inline with the school behaviour policy including an apology or letter of apology to the person(s) being bullied.
- Keep all relevant staff fully informed about the incident and about all subsequent action.
- Inform parents of children involved.
- Expect all staff to 'keep an eye' on all children involved, especially at break and lunch times.
- Monitor the situation regularly, including talking to the victim, to ensure the bullying has stopped.
- Ask parents into school to discuss the situation if their child is repeatedly involved in unacceptable incidents.
- Contact external agencies for advice and support in more extreme cases where the above has proven ineffective.
- Work with all children involved and their parents through PSHE/RSE and school activities.
- In extreme cases, and where deemed necessary by the HT, a period of exclusion may be appropriate.

8. Support

Pupils who have been bullied will be helped and supported by:

- Being offered an immediate opportunity to discuss the experience with a member of staff.
- Receiving reassurance from staff/trusted adults that they are in no way to blame.
- Being offered support from the school's Mental Health Lead (Jessica Haslam).
- Being given the tools and support to help restore their self-esteem and confidence.
- Establishing the wrong doing of the 'bully' and their need to change.
- Having their voice heard.
- Witnessing trusted adults from home and school working together to help resolve the situation.
- Where deemed appropriate by the HT, counselling or RSE/PSHE interventions may be initiated as a means of support/recovery.

9. Incidents of bullying outside the school's premises

Our school will take seriously any incident of bullying taking place outside school and involving our pupils.

We will:

- Encourage victims 'not to suffer in silence'.

We may:

- Talk to the local police about the problems within the community.
- Where bullying outside of school involves pupils from other schools, make contact with the Head teachers of those schools.

10. Cyber Bullying

Our Lady of Lourdes RC Primary School is committed to keeping children safe online. The school recognises that addressing online safety issues should form an integral part of the school's safeguarding arrangements. As part of a broad and balanced curriculum, all pupils will be made aware of online risks and taught how to stay safe online.

Outside the school premises, bullying can also take place via text messages, WhatsApp, social media platforms, gaming and other means of 'cyber' communication'.

This often happens out of school hours but has implications for the parties involved when they are in school.

Whilst we will always talk to pupils and parents when an issue with cyber bullying arises outside of school and take their concerns seriously, allowing children to communicate online is ultimately the decision of parents/carers who are responsible for monitoring children's online activity outside of school. WhatsApp and the majority of social media platforms have a minimum age limit of 13 years: allowing children to access these online platforms outside of school is the responsibility of parents. We circulate weekly online safety bulletins from *Wake Up Wednesday* (an initiative from The National College to produce high-quality resources that empower adults and help to protect children in the digital space) via our school Facebook page, which keeps parents up to date with developments in the digital world as well as offering free advice on how to keep young people safe online and to raise awareness of the potential risks, including cyber bullying. Links to further help and advice can be found within the 'Online Safety' section of our school website.

11. Review

This Policy is subject to ongoing review; however, will be reviewed no later than April 2028. All staff have received a copy of this policy.

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Assistant HT	Michelle Fitton
Chair of Governors	Maureen Longworth
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