

# **St Anne's Catholic Primary School**



**Anti-Bullying Policy**

**Spring 2026**

**Up for renewal: Spring 2027**

# ST ANNE'S CATHOLIC PRIMARY SCHOOL

## ANTI-BULLYING POLICY

### INTRODUCTION

At St Anne's Catholic Primary School, bullying or any form of intimidation—including cyber bullying via internet or mobile devices—is strictly unacceptable. This policy was developed through consultation with staff, governors, parents, and pupils to ensure a shared understanding of bullying and its impact.

### ETHOS OF THE SCHOOL

Our ethos is rooted in our Mission Statement:  
**“Living and working as Jesus taught us!”**

This mission is realised through our core aims:

- **Ready**
- **Respectful**
- **Safe**

Our anti-bullying policy operates within this ethos, supported by our Child Protection, Safeguarding, and Equal Opportunities policies.

### POLICY AIMS

- To identify and eliminate behaviours that cause distress or unhappiness.
- To provide sympathetic support and strategies for both victims and perpetrators.
- To raise awareness of bullying and its typical locations.
- To foster a culture where bullying is openly reported without fear, and victims receive ongoing support.
- To ensure all stakeholders understand and uphold this policy.

### 1. WHAT IS BULLYING?

Bullying is:

- Repeated name-calling, teasing, taunting, exclusion, or spreading of malicious rumours.
- Physical aggression including hitting, kicking, pushing, or unwanted contact.
- Extortion or coercion for money or possessions.
- Organising or participating in group bullying or intimidation.
- Cyber bullying via texts, calls, emails, social media, or online platforms.
- Homophobic bullying, including verbal or physical abuse related to gender or sexual orientation.
- Persistent behaviour that negatively impacts a pupil's wellbeing, including incidents outside school hours or en route to school.

## **2. CHARACTERISTICS OF BULLIES**

Bullies:

- Act deliberately and knowingly.
- Are aware their behaviour is wrong but gain satisfaction or status from it.
- Use various tactics including threats, exclusion, humiliation, and physical violence.
- Often believe they will not be stopped.
- May themselves be victims of bullying.

## **3. HOW BULLYING AFFECTS PUPILS (CHILDREN'S VOICES)**

Bullying can make pupils feel:

- Ashamed, guilty, lost, hopeless, helpless, bad-tempered, trapped, or frightened.

## **4. GUIDANCE FOR PUPILS WHO ARE BULLIED**

- Tell a trusted adult immediately.
- Remember you do not deserve to be bullied.
- Try to remain calm and confident.
- Avoid isolated areas; stay with friends or adults.
- Do not retaliate physically; seek adult help.
- Keep a record of incidents (dates, times, places, people involved).
- Be proud of what makes you unique.

## **5. SUPPORTING FRIENDS WHO ARE BULLIED**

- Encourage them to tell a teacher or trusted adult.
- Offer emotional support and share this guidance.

## **6. SIGNS FOR PARENTS AND STAFF TO WATCH**

Pupils may:

- Show reluctance or fear about going to school.
- Change their route or routine to school.
- Exhibit poor academic performance or withdrawal.
- Show physical signs like bruises or damaged belongings.
- Display emotional distress such as nightmares or stomach aches.
- Lose possessions or money frequently.

## 7. GUIDANCE FOR PARENTS/CARERS

If you suspect your child is being bullied:

- Speak openly with your child.
- Take all concerns seriously and do not keep bullying a secret.
- Contact the school promptly (teacher, Learning Mentor, Deputy Head, or Headteacher).
- Avoid encouraging retaliation.
- Support your child in building friendships and avoiding risky areas.
- Keep a detailed record of incidents if bullying persists.

## 8. SCHOOL RESPONSE TO BULLYING

We will:

- Communicate this policy clearly to all stakeholders.
- Embed anti-bullying education in the curriculum (RE, PSHE, assemblies).
- Encourage pupils to report bullying incidents and support victims.
- Record and investigate all bullying incidents promptly and sensitively.
- Apply sanctions consistently, escalating to fixed-term exclusions or Governor involvement where necessary.
- Promote a culture where bystanders actively discourage bullying.
- Use restorative practises and behaviour support plans to change bullying behaviour.
- Provide counselling and safe spaces for victims and perpetrators.
- Monitor bullying hotspots and times vigilantly.

## 9. CYBER BULLYING (See Appendix 1 for full Cyber Bullying Policy)

Cyber bullying includes bullying via digital technologies and is treated with the same seriousness as other forms of bullying. The school will:

- Educate pupils, staff, and parents on safe use of technology and cyber bullying risks.
- Monitor internet and device use in school.
- Enforce the Acceptable Use Policy rigorously.
- Respond swiftly to incidents, involving parents, police, or social services as needed.

## 10. ROLES AND RESPONSIBILITIES

- **Governing Body:** Ensures policy implementation, funding, and regular review.
- **Headteacher:** Leads policy enforcement, staff training, incident management, and reporting to governors.
- **Senior Leadership Team:** Supports monitoring, staff guidance, and policy updates.
- **Staff:** Uphold policy, monitor behaviour, educate pupils, and report incidents.
- **Pupils:** Follow the policy, report bullying, and support peers.
- **Parents:** Support the policy, communicate concerns, and reinforce positive behaviour at home.

## 11. RECORDING AND MONITORING

- All bullying incidents will be documented with actions taken.
- Records will be reviewed regularly by SLT and governors to identify trends and improve practice.

## 12. POLICY REVIEW

This policy will be reviewed annually or as needed by the SLT, Headteacher, and Governing Body to ensure it remains effective and up to date.

## APPENDIX 1

### ST ANNE'S CATHOLIC PRIMARY SCHOOL

#### ANTI-CYBER BULLYING POLICY

##### **Definition:**

At St Anne's, cyber bullying is defined as the use of digital technologies such as mobile phones, the internet, social media, emails, messaging apps, or websites to deliberately harass, intimidate, threaten, or bully another person. We recognise the serious and intrusive nature of cyber bullying and the significant emotional harm it can cause to pupils, staff, and the wider school community.

Cyber bullying can be covert and difficult to detect as it leaves no physical scars. It can occur at any time and place, targeting anyone within the school community. Examples include but are not limited to: abusive text messages, sharing inappropriate images or videos, threatening emails, online exclusion, impersonation, and use of social media or chat rooms for harassment.

##### **Aims**

- To ensure pupils, school staff, and parents understand what cyber bullying is and how it can be prevented.
- To implement clear procedures to prevent incidents of cyber bullying.
- To provide effective and timely responses to all reported incidents of cyber bullying.
- To raise awareness of cyber security and safe online behaviours among pupils and staff.
- To support victims of cyber bullying and promote a culture of respect and digital responsibility.

#### Procedures and Responsibilities

##### **Role of the Governing Body**

The Governing Body will:

- Delegate responsibility to the Headteacher for ensuring all school staff, pupils, parents, and visitors understand and comply with this policy.
- Ensure adequate funding and resources are allocated to support cyber bullying prevention and response.
- Make policies accessible to parents and stakeholders.
- Nominate a link governor (Chair of Governors) to liaise regularly with the school leadership on cyber bullying matters.
- Oversee the effective implementation, monitoring, and review of this policy at least annually.

## **Role of the Headteacher**

The Headteacher will:

- Ensure the policy is actively communicated and understood by all staff, pupils, and parents.
- Oversee the development, implementation, and regular review of the Acceptable Use Policy (AUP) to govern ICT and internet use.
- Work with IT support and the Senior Leadership Team (SLT) to monitor the school network and digital platforms for signs of cyber bullying.
- Provide support and safeguarding measures for victims of cyber bullying.
- Take swift and appropriate action to investigate and address incidents of cyber bullying, including applying disciplinary measures where necessary.
- Consider the use of legal powers under the Education Act 2006 and other relevant legislation to manage off-site behaviour impacting the school community.
- Report termly to the Governing Body on the effectiveness of anti-cyber bullying measures and incidents.

## **Role of the Senior Leadership Team (SLT)**

The SLT will:

- Collaborate with the Headteacher to keep the Acceptable Use Policy current and relevant.
- Ensure robust monitoring of the school's digital network and platforms.
- Provide ongoing training and guidance to staff on identifying and managing cyber bullying.
- Facilitate regular discussions on cyber bullying during staff meetings, INSET days, and pupil assemblies.
- Promote pupil awareness through class discussions, workshops, and curriculum integration about the impact and prevention of cyber bullying.
- Encourage pupils to reflect on the consequences of cyber bullying and promote empathy and respect.
- Support the review and development of related policies including anti-bullying, behaviour, and safeguarding.
- Stay informed about emerging cyber bullying trends and digital safety resources.
- Provide an annual report to the Governing Body on policy impact and development.

## **The School will:**

- Incorporate cyber security awareness training for pupils and staff at least annually, including safe online behaviour, password security, and how to report concerns.

- Engage parents through workshops or communications to raise awareness of cyber bullying and online safety at home.
- Ensure all pupils, staff, and visitors sign the Acceptable Use Policy annually to acknowledge understanding and compliance.
- Establish clear reporting mechanisms for cyber bullying incidents, ensuring confidentiality and timely responses.
- Collaborate with external agencies where necessary to support victims and address serious incidents.