

Holy Cross RC Primary School



Anti-Bullying Policy

Signed _____ [Headteacher] Date October 2025

Signed _____ [Chair of Governors] Date October 2025

Next Review Date: October 2026

Rationale

At Holy Cross School it is our belief that pupils and staff should feel safe at school.

Based on our Christian principles, we aim to provide a secure, safe environment in which the children and staff will flourish and feel valued.

We recognise that bullying is a complex problem and we will endeavour to deal with incidents, victims and perpetrators with sensitivity, clarity and fairness.

Aims

1. To ensure that all people (children and adults) in the school community are able to work in a safe and secure environment free from humiliation, harassment, oppression and abuse.
2. To clarify for all members of the school community that bullying is not acceptable and must be totally discouraged. Everyone must act in a positive way to ensure that bullying and harassment is challenged and reported.
3. To produce a consistent school response to any bullying and incidents of harassment that may occur.
4. To ensure that all pupils, parents/ guardians, staff, governors and others are aware of this policy and know that appropriate action will be taken.

Definition

Bullying is repeated behaviour which makes other people feel uncomfortable or threatened whether this is intended or not. Bullying is about power. Victims feel powerless to stop it. Others, such as parents for instance, may feel powerless to know how to help.

Bullying and harassment can take many forms but may be:

1. Physical: e.g. hitting, kicking, taking or hiding belongings.
2. Verbal: e.g. name calling, teasing, insulting, racist remarks, writing unkind notes or negative comments on social networking sites.
3. Emotional: e.g. spreading rumours, excluding from groups, tormenting, staring.
4. Cyber bullying.
5. A combination of the above: e.g. extortion (forcing someone to give up money or belongings) or intimidation (making someone frightened because of threats).

Any of these may also have contexts which discriminate in relation to any protected characteristic.

Those being bullied or harassed may show changes in behaviour such as becoming shy and nervous, feigning illness or clinging to adults. Their school work may deteriorate. They may lack concentration or even truant from school.

Encouragement to Tell (Disclosure by pupils being bullied)

It is important that we create an atmosphere in school where anyone who is being bullied, or others who know about it, feel that they will be listened to, and that action taken will be swift and sensitive to their needs. Disclosure (telling an adult) can be direct and open or indirect and anonymous. Everyone must realise that not telling means that bullying or harassment is likely to continue. Rights respecting assemblies, circle time and PSHE reinforce the children's rights to be listened to as does the anti-bullying week in KS2.

Guidelines and Procedures

All bullying incidents are recorded on CPOMS.

The exact course of action will vary with each situation but the main objectives should be that bullying and incidents of harassment are brought into the open, discussed and strategies agreed to help resolve the problem. It is always important to make clear that:

1. The bully's behaviour is unacceptable and the bullying must stop.
2. Everything that happens is carefully recorded.
3. The application of sanctions will depend on the individual circumstances of each incident.
4. Revenge is not appropriate for the victim.
5. The school will work with the parents of both the victim and the bully.
6. Support will be available for the victim.
7. Support will be available for the bully to help change his/her behaviour.

Sanctions

Where pupils do not respond to prevention strategies it will be necessary to use the sanctions described in the school Behaviour Policy. Suspensions may be used in very serious circumstances.

The School Curriculum

The School curriculum will be used to:

1. Raise awareness about bullying behaviour and about the school's anti-bullying policy.
2. Challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying ethos in the school.

There are many opportunities within the curriculum to raise awareness, to teach relationship management, to enunciate policy and to discourage bullying or harassment via:-

- o Assemblies
- o PSHE/Drama/English lessons for example
- o Group work/circle time/befriending/mediation/assertiveness development
- o Preventative strategies- including supervision of all areas of school and maintaining a stimulating environment

Roles and Responsibilities

The role of the headteacher

- o to implement the school anti-bullying strategy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy, and know how to identify and deal with incidents of bullying.
- o to report any incidents of bullying (as part of the Behaviour Incident Reports) to the Q&S Committee each term and to report to the governing body about the effectiveness of the anti-bullying policy on request
- o to ensure that all staff, including lunchtime staff, receive sufficient training to be equipped to identify and deal with all incidents of bullying.

The role of the teacher and support staff

- o to take all forms of bullying seriously, and seek to prevent it from taking place
- o to record all incidents that happen in their class, and that they are aware of in the school on CPOMS in a timely manner. If teachers witness an act of bullying, they will investigate it themselves and refer it to the headteacher. Teachers and support staff will do all they can to support the child who is being bullied. The teacher or headteacher will inform parents if bullying tendencies are developing. The headteacher will keep a log book of bullying incidents.
- o to use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. Teachers will use drama, role-play, stories etc., within the formal curriculum, to help pupils understand the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour. Circle time will be used to praise, reward and celebrate the success of all children, and thus to help create a positive atmosphere.

The role of parents

- o to contact their child's class teacher immediately if they are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying.
- o to contact the headteacher if they are not satisfied with the response. If they remain dissatisfied, they should follow the school's Complaints procedure, which is available on the School website or from the School Office.
- o to support the school's Anti-Bullying Policy, actively encouraging their child to be a positive member of the school.

The role of pupils

- o To (be encouraged to) tell anybody they trust if they are being bullied and if the bullying continues, they must keep on letting people know.
- o If a pupil witnesses another pupil being bullied, they are encouraged to report it to the school OR to report it to ChildLine via their free phone number or website. ChildLine posters are located around the school.

The role of governors

- o to support the headteacher in all attempts to eliminate bullying from our school. The governing body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.
- o to monitor incidents of bullying that do occur, and review the effectiveness of this policy regularly. The governors require the headteacher 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.

Monitoring evaluation and review

This policy and accompanying procedures will be monitored and the effectiveness will be evaluated in the light of:

- o Number of pupils being bullied
- o Pupil's willingness to report incidents
- o Staff vigilance and response to bullying behaviour
- o Numbers of pupils and parents feeling secure about the school's response to bullying.