Anti-Bullying Policy

Date written: November 2025

Approved by LGC: 13th November 2025

Review due: November 2026

Linked policies: Behaviour Policy (Sept 2025); Safeguarding & Child Protection; Online Safety; SEND; Equality & Diversity; Complaints.

1 Mission and Catholic Ethos

At St Thomas of Canterbury Catholic Primary School, we follow Jesus' example to "Grow in faith and love together in Christ." We are a community of love, ambition, joy and peace, welcoming everyone as a unique child of God. Bullying and discrimination of any kind are contrary to Gospel values and to our trust-wide principle that every child has the right to feel safe, valued and respected. Our approach is trauma-informed, recognising that behaviour is a form of communication and that safety and belonging are the foundation for learning.

2 Aims

- Prevent all forms of bullying through early education and positive culture.
- Ensure all pupils learn and play in a safe, inclusive environment.
- Respond promptly, proportionately and restoratively to any bullying concerns.
- Support all children involved – those bullied, those showing bullying behaviour, and bystanders – to rebuild relationships.
- Work in partnership with parents, carers, and outside agencies.

3 Legislative Framework

- Behaviour in Schools – DfE 2024
- Preventing and Tackling Bullying – DfE 2017
- Keeping Children Safe in Education – 2025
- Equality Act 2010 and Education Act 2006
- Children Act 1989 and Protection from Harassment Act 1997
- KCSP Behaviour Principles and Code of Conduct

4 Definition of Bullying

Bullying is deliberate, repeated behaviour by an individual or group that intentionally hurts another person physically or emotionally and involves an imbalance of power. Bullying differs from isolated friendship conflict or accidental harm but will always be taken seriously.

Types of bullying include:

- Physical – hitting, pushing, taking belongings
- Verbal – name-calling, insults, threats
- Indirect / Relational – spreading rumours, exclusion, intimidation
- Online / Cyber – harmful posts, messages, image-sharing or impersonation
- Prejudice-based – targeting someone due to protected characteristics such as race, faith, culture, disability, gender, gender identity or sexual orientation

5 Roles and Responsibilities

All members of the community have a duty to uphold our values and ensure pupils feel safe and respected. Responsibilities include Headteacher/DSL oversight, staff modelling respectful behaviour, SENCO advising on inclusion, and parental partnership.

- **6 Prevention and Education**
- Embedding Gospel values across RE, PSHE and RHE.
- Behaviour curriculum based on Ready – Respectful – Safe expectations.
- Zones of Regulation check-ins.
- Anti-Bullying Week, Safer Internet Day and assemblies.
- Staff vigilance and CPD in recognising early signs.

7 Responding to Bullying

Step 1 – Report: Any child or adult can tell any member of staff.
Step 2 – Record: Staff log the concern on CPOMS and notify DSL/Headteacher.
Step 3 – Investigate: A member of SLT gathers information from all parties.
Step 4 – Inform Parents/Carers: Both parties' parents are contacted.
Step 5 – Respond and Support: Actions guided by Behaviour Policy (Sections 8 & 9).
Step 6 – Review and Monitor: Ensure relationships are repaired and behaviour improves.

8 Support for Pupils and Families

- Children who have experienced bullying: safe-space access, pastoral support, and confidence rebuilding.
- Children who have shown bullying behaviour: restorative work, empathy development, and mentoring.
- SEND and trauma-informed considerations: responses consider communication profile and developmental stage.

9 Cyberbullying

Online bullying is treated with the same seriousness as face-to-face bullying. The school will act promptly, advise pupils to preserve evidence, liaise with parents, and link actions to the Online Safety Policy.

10 Recording and Monitoring

All incidents are logged on CPOMS and analysed termly by SLT to identify patterns or vulnerable groups. Findings inform staff training and curriculum planning.

11 Working with Parents and Community

We value partnership with families and the parish. Parents are encouraged to reinforce Ready – Respectful – Safe expectations at home, involved at every stage, and invited to Anti-Bullying Week and online-safety events.

12 Complaints

If a parent or carer is dissatisfied with how an incident has been managed, they may follow the St Thomas of Canterbury Complaints Policy, available on the school website or from the office.

13 Review and Governance
This policy will be reviewed annually by the Headteacher, SENCO and Safeguarding Governor and approved by the Local Governing Committee.

14 Appendix A – Incident Record (abridged)
Date | Pupil(s) involved | Type | Action / Support Provided | Follow-up Date | Outcome

15 Appendix B – Useful Organisations
Anti-Bullying Alliance – www.anti-bullyingalliance.org.uk

Childline – 0800 1111

NSPCC – www.nspcc.org.uk

Young Minds – www.youngminds.org.uk

Kidscape – www.kidscape.org.uk

UK Safer Internet Centre – www.saferinternet