

September 2026

Anti- Bullying Policy

Approved By: LAC

Next Review Date Due By: Sept 2027



St. Ethelbert's Catholic
Primary School

Anti- Bullying at St Ethelbert's Catholic Primary School

Definition- Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.

Examples of bullying behaviour:

Bullying can take many forms:

- physical – hitting, kicking, taking belongings
- verbal – name calling, insulting, making offensive remarks including language relating to gender, sex and sexual orientation- Homophobic, Biphobic and Transphobic bullying (see STCAT Equality Policy)
- indirect – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours
- using text messaging for the above
- inappropriate use of email and social media networking sites

At St Ethelbert's, staff, parents and children work together to create a happy and caring learning environment. This policy derives from the School's Mission Statement which states that at St. Ethelbert's we are "learning, achieving and growing together with Jesus".

We are against any form of prejudice and social or cultural discrimination because we believe every person has dignity as a beloved child of God. We are called to challenge any behaviour that demeans people, that treats them as different or somehow less acceptable in the eyes of God or other people.

As Jesus said *"In truth, in so far as you did this to one of the least of these brothers or sisters of mine, you did it to me."* (Matthew 25:40)

Bullying, either verbal, physical or via the internet (cyber bullying) will not be tolerated. It is everyone's responsibility to aim to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

Strategies for dealing with bullying:

The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as bullies are often victims too – sometimes that can be why they bully. Each incident will be treated seriously and tackled as soon as possible.

- Discussions at length with the victim. This will require patience and understanding.

- Identify the bully/bullies. Obtain witnesses if possible. Advise the Head teacher/ SLT/ Pastoral Lead.

- Discussions with the bully. Confront them with the details and ask them to tell the truth about the situation/incident. Make it clear that bullying is not acceptable here at St Ethelbert's School.

- If they own up then follow the procedure outlined below and in the School Behaviour Policy

- If they do not own up, investigate further and continue with the procedure. Children usually own up if presented with all the facts

- Separate discussions with parents of aggressor and victim

Incidents will be recorded on CPOMs, with follow up actions and outcomes

- Sanctions for the bully may include withdrawal from favoured activities, loss of playtimes, exclusion from school during lunchtimes, exclusion from school, depending on the perceived severity of the incident(s)

- Continue monitoring the situation by observing at playtimes/lunchtimes and having discussions with victim to ensure no repetition

- As the behaviour of the bully improves, then favoured activities can be reinstated, and the child should be praised for good behaviour. This will rebuild the child's self-esteem, which may have been damaged after being caught bullying, or could have been low anyway, hence the bullying.

In order to identify incidents of bullying, at St. Ethelbert's we have agreed to carry out the following strategies:

- All staff watch for early signs of distress in pupils

- PSHE Curriculum, Circle Time and assemblies to raise awareness

- Posters in school dissuading children from bullying

- Participation in Anti-bullying week and Online Safety initiatives



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