



Christ the King Catholic Primary School

Anti-Bullying Policy



Christ the King Primary School

- ✦ To live & learn together in harmony.
- ✦ To grow & develop in Christ.
- ✦ To reflect God's love in all we do.



This document is a statement of the aims and strategies for safeguarding pupils at Christ the King Catholic Primary School.

It should be read in conjunction with the Child Protection and Safeguarding Policy, the Relationship & Behaviour Policy, Mobile Phone Policy and the Computing and On-Line Safety Policy.

This Policy is applicable to all pupils including those in the EYFS.

The Aims of the Anti-Bullying Policy

- To support the aims of the school
- To contribute to the ethos of the school
- To ensure that the conduct of all members of the school community is consistent with the school mission statement and the values of the school
- To create a safe and predictable working environment in which all children can learn positive social behaviour

Definition

Bullying is when a person or group of people deliberately hurts another person or group of people or makes them feel unhappy. Bullying behaviour is repeated and sustained behaviour and can be difficult to defend against. Bullying may be racist, sexist or homophobic. People can be bullied for any reason; because of the way they look, because of their religion, their race, their age, because of a learning or physical disability, where they live, their family, their social class or how well they are doing at school for example. Bullying can be in person or done online.

Whatever the reason, bullying is wrong and nobody should have to deal with it on their own.

Bullying can take many forms:

Physical: hitting, kicking, slapping, demanding money (extortion) etc.

Verbal: intimidation, name calling, insults, offensive racist, homophobic or sexual remarks, threatening language insulting family, place of residence, religion or friends etc

Indirect: excluding, ignoring (blanking), spreading gossip, graffiti, defacing or damaging property, isolation, encouraging others to ignore/bully.

Online: offensive or abusive text messages, emails or posts on social media or websites – known as ‘cyber-bullying’.

This is not a definitive list, but gives an indication of the forms that bullying may take.

At Christ the King Catholic Primary School, staff, parents and children work together to create a happy, caring, learning environment within our Catholic community. Bullying, either verbal, physical or indirect is not and 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.

Bullying can be brought to the attention of staff either by the bullied pupil, their friend(s), their parent(s) or other interested people (bystanders).

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 pupils that bully are often victims too – this can be a reason behind bullying behaviour.

- Discussions at length with the bullied pupil. This will require patience and understanding. Remember – listen, believe, act
- Identify the bullying pupil/s. Obtain witness statements if possible. Advise the Deputy Headteachers and/or other relevant staff.
- Discussions with the bullying pupil/s. Discuss details with all those involved ask them to tell the truth about the situation/incident. Make it clear that bullying is not acceptable at our school.
- If they admit to the actions they have been accused of, and then follow the procedures as outlined in the Behaviour Policy.

If they do not admit their part in any reported incidents and they deny the accusations, there will need to be further investigation and discussion with pupils, parents and members of staff to establish the facts. If it is clear that the child/ren concerned are concealing information, being untruthful or not presenting all the facts, continue with the investigation following the procedure. Evidence/facts will be presented to the children and parent/carers.

- Separate discussions will need to be had with parents of bullying pupil and bullied pupil.
- Sanctions for the bullying pupil may include loss of playtimes, thinking time, exclusion from school during lunchtimes, fixed term internal exclusion from class, fixed term external exclusion from school or permanent exclusion from school. All incidents will require consideration about reparations and fixing the problem to ensure it is not on-going.
- The severity of the sanction will be depending on the perceived severity of the incident(s) and will be decided by the class teacher and Deputy Headteachers in consultation with the Executive Headteacher.
- Continue monitoring the situation by observing children at playtimes and lunchtimes. Regular discussions, support groups and intervention

with victims by class teachers and the Learning Support Assistants will take place to ensure there is no repetition or ongoing incidents.

- Along with sanction/s for the child who has been bullying, the pastoral care team will work with the child to discuss the reasons for the bullying with a view to the child understanding that bullying is unacceptable and will not be tolerated. The aim of any sanction is for a child to come to an understanding of the situation and an improvement of behaviour.
- As part of the solution to the problem, the pastoral care team may need to work with groups of children to repair relationships, look at the causes and preventing situations occurring again.
- Pastoral care involvement as appropriate for as long as is deemed necessary. The team will hold children on the PCT register for as long as is necessary.

In order to identify incidents of bullying and the identities of bullying pupils, at Christ the King, we have agreed to carry out the following strategies:

- All staff are vigilant at looking for early signs of distress in pupils – in the first instance, this will be the class teacher and/or LSA, closely followed by midday meal supervisors and Children’s Champions.
- All staff listen, believe, act
- Children know that they can confide in any member of staff in school and that they will be listened to. Children can also put their concerns in writing, to their teacher or other member of staff, if they feel they cannot speak about their problem. This can then be placed in the class’s school council box to be monitored by the class teacher.
- Place2Be/Place2Talk staff are ready to support children who need a place to talk, have identified any issues.
- Posters in school advertising these measures and dissuading children from bullying
- Parents can address their concerns through the class teacher.
- The policy is revisited with all stakeholders each year in November during ‘Anti –Bullying’ Week.

This policy will be reviewed annually. It is due to be reviewed in 2026.