St Mary Magdalen's Catholic Primary School

Anti-Bullying Policy

Presented to the Governing Body: 13 November 2025
Next Review: 12 November 2027

Approved:
Chair of Governors

Date: 13 November 2025

MISSION STATEMENT

We are a Roman Catholic community, placing God at the centre of our lives. Christian values permeate every aspect of the school day. As a small friendly school, we aim to produce the warmth and intimacy of the family. We recognise each individual as special and loved by God, caring for one another and fostering love, trust and respect. When mistakes are made we recognise them as opportunities for learning and consequent reconciliation.

We aim to help all children fulfil their potential. We have high expectations of the children; we want them to do their best socially, personally, academically and spiritually.

We recognise each child's full entitlement to education. We value children's uniqueness and endeavour to nurture their potential. We strive to promote in them a sense of personal worth and self-confidence, as well as an awareness of their responsibilities to self and others.

At St Mary Magdalen's Catholic Primary School we believe that every member of the school community should feel safe and respected. This policy is designed to support children, staff and parents/carers to recognise, report and address any bullying issues. We aim to promote a caring environment where every child matters and support is given to both victims and perpetrators of bullying. This policy explains the ways in which we work together to ensure a consistent approach to tackling bullying behaviour and developing a school ethos in which bullying is regarded as anti-social behaviour and will not be tolerated. Only when all issues of bullying are addressed will children be able to fully benefit from the opportunities available at schools.

Our Anti-Bullying Policy aims to:

- produce a safe and secure environment where all can learn without anxiety and this is at the forefront of school improvement planning;
- encourage a positive and caring ethos between adults and children where all feel safe to report any incidents of bullying, know they will be taken seriously and issues dealt with appropriately;
- raise awareness of the different types of bullying and reasons for becoming a victim;
- help children, staff and parents/carers understand the reasons why a child or group of children may become bullies;
- raise awareness of early signs of distress;
- ensure all members of the school community are clear about their responsibilities with regard to the eradication of bullying in our school;
- have a consistent approach to bullying throughout the school making clear what is and what is not bullying behaviour.

What is Bullying?

Bullying is action taken by one or more children with the deliberate intention of hurtful behaviour towards another child, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

The chart below details some of the main types of bullying:

Type of bullying	Definition
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Racial	Racial taunts, graffiti, gestures

Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites
Prejudice-based and discriminatory, including: • Racial • Faith-based • Gendered (sexist) • Homophobic/biphobic • Transphobic • Disability-based	Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)

The school recognises that anyone can be bullied and any child may exhibit bullying behaviour. The school is mindful that children may be more vulnerable to being bullied because of:

- race
- gender
- religion
- special education needs or disabilities
- appearance
- health conditions
- home circumstances or family crisis
- sexual orientation
- being a new arrival to the school

The school seeks to be pre-emptive and recognise and address issues that might make a child more vulnerable to being bullied by explicitly discussing our differences and the importance of tolerance and inclusivity.

The school also recognises that a child might be more likely to be a perpetrator of bullying if they have been victims of bullying or abuse themselves and that this behaviour may reflect behaviour they have witnessed at home, within the wider community, on television or through games.

Staff are actively encouraged to identify children who are at risk of being bullied or bullying by recognising some of the possible signs of distress that these children may exhibit.

Possible signs of distress in children include:

- withdrawn
- acting out – emerging emotional and behavioural difficulties
- work deteriorates
- "made up "illnesses
- isolation
- desire to stay with adults
- irregular attendance
- general unhappiness/anxiety/fear/low-mood
- poor timekeeping
- bedwetting
- self-harming

Implementation by all stakeholders

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents/carers and children.

All school staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.

School Staff

If bullying is suspected or reported:

- the incident will be dealt with immediately by the member of staff who has been approached
- a clear account of the incident from the perspective of all involved will be recorded on CPOMs and the class teacher and a member of the Senior Leadership Team (SLT) will be alerted
- Class Teachers and support staff will remain vigilant and if the behaviour persists they will report it immediately to a member of the SLT
- parents/carers will be kept informed
- punitive measures will be used as appropriate and in consultation will all parties concerned

In Order to Support the School Ethos Staff will:

- use explicit teaching through PSHE and RE lessons, assemblies and group work to discuss how we build successful relationships and how to deal with challenges including bullying
- model the behaviours and attitudes that are conducive to building positive relationships and building a culture that does not tolerate bullying behaviour
- ensure adequate supervision in the playground
- provide opportunities for small group work on social skills and self-esteem

- provide pupils with additional support including work with the Emotional Literacy Support Assistant (ELSA) as appropriate
- be consistent in following the formal and informal procedures to deal with bullying issues
- be aware of the distress signs and, listen and respond to any concerns children or adults bring to your attention

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in Personal, Social, Health and Economic education (PSHE), Online Safety, registration time, Collective Worship and the creative curriculum, as appropriate, in an attempt to eradicate such behaviour.

Children

Children are encouraged to report any incidents of bullying to an adult in school or at home, whether or not they are directly involved. This can be done verbally or by writing down their concerns. In addition, peers within the playground may be approached to support the child to report the incident.

Children who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a member of staff of their choice;
- reassuring the child including putting practical measures in place to enable the child to feel safe and supported
- offering ongoing support including 1:1 work with a trusted adult
- restoring self-esteem and confidence

Children who have bullied will be helped by:

- discussing honestly what happened and working with an adult to resolve it
- discussing why they became involved
- establishing an understanding of the wrong doing and the need to change
- support to understand what behaviour is appropriate and what constitutes bullying and why
- working with their parents/carers to help change the child's behaviours and attitudes relating to themselves and others
- offering ongoing support from a trusted adult

The following disciplinary steps should be taken:

Minor cases will be dealt with through discussion with the children involved and a member of staff. Support, warnings and reminders about expected behaviour at St Mary Magdalen's Catholic Primary school will be given.

If bullying behaviour continues, they may lose some of their playtime.

For serious or persistent misdemeanours, the child responsible may be sent into to see the Headteacher. Sanctions including exclusion from events, playtime, and special treats may be

given. Internal or external fixed term exclusions or even permanent exclusion (suspension) may be given in more serious cases.

Parents/carers will be informed if their child continues with inappropriate behaviour.

Parents/carers who are concerned that bullying has not been dealt with to their satisfaction can approach in the first instance, the Class Teacher. They may take their concerns to the Headteacher or to the Assistant Headteacher if they remain dissatisfied.

We expect parents/carers to:

- support the school's Anti-Bullying Policy, displayed on the school website and to actively encourage their child to be a positive member of the school
- discuss friendships and problems that their child tells them about
- be aware of early signs of distress
- discourage retaliation
- encourage their child to report any concerns to staff immediately to ensure matters can be dealt with effectively
- speak to their child's Class Teacher or any member of school staff about any concerns they have
- support the school's sanctions if their child has bullied
- feedback to the school following incidents of their child being bullied or has bullied

Safeguarding

This policy should be read in conjunction with St Mary Magdalen's Safeguarding and Child Protection Policy, and School Behaviour Policy.

At St Mary Magdalen's Catholic Primary School, safeguarding and child protection is paramount and we are fully committed to ensuring the welfare and safety of all our children. We believe children and young people have the right to protection from neglect and abuse.

Everyone has a responsibility for the protection of children and young people and for reporting concerns.

Professionals working in the education sector have a duty to ensure that Local Safeguarding Children Board procedures are followed.

In any conflict between the needs of the child or young person and those of parents/carers or professionals, the needs of the young person must come first.

Safeguarding concerns should be reported immediately to the Safeguarding team. The team includes Wendy Burns (Designated Safeguarding Lead), Martin Brannigan and Sally Derby (Deputy Designated Safeguarding Lead).

The Chair of Governor is Chris Hopkins. The Designated Governor for safeguarding and child protection is Claire Grindal

Monitoring and Review

The school's safeguarding team and governors responsible for safeguarding and inclusion meet regularly to monitor and review this policy and if necessary recommendations are made for further improvement.

Any incidences of bullying are reported to the governors each term through the Headteacher's Report to Governors.

Every two years the policy is reviewed in consultation with parents/carers, staff, governors and children. In addition, we use pupil and parent/carer surveys to canvas their views on behaviour, bullying and being safe to inform reviews.