

St Thomas More Catholic Primary School

Adopted Autumn 2025

To be reviewed Spring 2027

Signed by the Chair of Academy Committee:

Date: 13.10.25



Christ is the centre of our school community where we live, love and learn together.

Anti- Bullying policy

October 2025

This policy was developed through consultation with the following stakeholders:

- Year 5 and 6 pupil representatives
- School Councilors
- Staff
- Academy Committee members
- Parents

What is bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

BULLYING IS NOT WHEN CHILDREN FALL OUT OR DON'T GET ON

At St. Thomas More Catholic Primary School, we pay particular attention to the following types of bullying:

- **PHYSICAL** – hitting, kicking, taking another's belongings.
- **VERBAL** – name calling, insulting, making offensive remarks.
- **INDIRECT** – spreading nasty stories about someone, exclusion from social groups, spreading malicious rumours.
- **RACIAL** – harassment and racist bullying.
- **DISABILITY** – bullying motivated by disability or special educational needs.
- **SEXUAL** – bullying motivated by gender or homophobia.
- **RELIGIOUS** – to deride, criticise or devalue the beliefs of others
- **CYBER-BULLYING** – through use of internet or mobile phones

Aim

The aim of this policy is to ensure that all members of the school community can identify and understand the seriousness of bullying and know ways of responding to it effectively.

We are committed to providing a caring, friendly and safe environment for all our pupils and staff so they can learn and work in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school and will not be tolerated. If bullying does occur, all pupils and staff should be able to tell and know that incidents will be dealt with promptly and effectively.

We are a **TELLING** school. This means that **ANYONE** who knows that bullying is happening is **EXPECTED** to tell the staff. Only when all issues of bullying are addressed will pupils and staff be able to fully benefit from the opportunities available in school.

We recognise the effects that bullying can have on an individual's feelings of self-worth, therefore the school community will actively promote an anti-bullying environment.

How we create an Anti-Bullying environment in our school

- Our school's **Behaviour Policy** outlines how we promote positive behaviour in school.
- We establish **School Rules** which demonstrate caring behaviour, and ensure that they are understood by all children through whole school assemblies and class discussions.

- Through the **Curriculum** and discrete lessons, we aim to raise awareness about bullying. During **RHE lessons**, we increase an understanding for victims; we teach pupils how to manage their relationships and feelings with others. All of which helps to build an anti-bullying ethos within the school.
- We promote **Anti-Bullying Week** on an annual basis. We also use outside agencies and theatre groups to reinforce our message that bullying will not be tolerated.
- Our **School Council** offers a forum in which concerns about bullying can be discussed on a regular basis. Therefore, any specific or general concerns about bullying in school can be placed in the classroom suggestion boxes and addressed at future meetings.
- **Periodic poster campaigns and poster competitions** are used to remind children that bullying is not acceptable and to tell them what to do if they are bullied.
- **Play leaders**, teaching assistants, dinner supervisors and pupils lead or supervise playground activities during lunchtime, to help eliminate bullying incidents.
- **Assemblies**, we regularly speak to our mission statement and Jesus' simple message 'Love one another'.
- **Parental involvement** to ensure that they are clear that the school does not tolerate bullying and are aware of the procedures to follow if they believe that their child is being bullied. Parents can feel confident that the school will take any complaint about bullying seriously and resolve the issue in a way that protects the child, and they reinforce the value of good behaviour at home.

How to report bullying incidents when they occur

- Pupils who have been bullied should report this to any member of staff in school. All pupils are encouraged to have at least five people they could go to if they needed assistance, support or help.
- Pupils who see others being bullied should report this to any member of staff in school.
- Members of staff who receive reports that a pupil has been bullied will log the incident on a Pink slip and My Concern, they will also report this to the Principal or the Assistant Principals
- The Principal or the Assistant Principals will log reports of bullying.
- Where bullying is of a racist nature, we will report this to the Local Education Authority using the Racial Incident Report Form and notify the parents of the children involved.

How we respond to bullying in our school

Pupils who are being bullied

- We will assure them that it was right to report the incident and we will encourage them to talk about how they feel.
- We will try to ascertain the extent of the problem and we will engage them in making choices about how the matter may be resolved.
- We will provide support to pupils who are bullied. They will be reassured that they do not deserve to be bullied and this is not their fault.
- We will try to ensure that they feel safe, by discussing strategies for being safe and staying safe.
- We will ask them to report immediately, any further incidents to us.
- We will affirm that bullying can be stopped and that our school will persist with intervention until it does.
- When bullying occurs we will contact the parents at an early stage.

Pupils who are involved in bullying

- We will interview the pupil (or pupils) involved in bullying separately.
- We will listen to their version of events.
- We will talk to anyone else who may have witnessed the bullying.
- We will reinforce the message that bullying is not acceptable and we expect the bullying to stop.
- We will affirm that it is right for pupils to let us know when they are being bullied.
- When bullying occurs we will log the incident and contact the parents at an early stage.
- **Where appropriate, we will adopt a joint problem solving approach and ask pupils involved to help us find a solution to the problem. This will encourage pupils involved to take responsibility for the emotional and social needs of others. This will be at the Principal's discretion.**
- We will consider guidance under the school's Behaviour Policy.
- We will advise pupils responsible for bullying that we will be monitoring to ensure that bullying stops.

For all concerned, we will follow up after incidents to check that the bullying has not started again. We will do this within two weeks and again the following half term.

When tougher measures are needed

We will invoke the following from the school's Behaviour Policy. These include:

- Missing part of break time and lunchtime privileges.
- Bromcon behaviour (red and Yellow) and My Concern- log reports to parents and extreme concerns reported to SSC with advice sought from Birmingham Exclusions Team.
- Exclusion from school (fixed term or permanent)

How we respond to bullying outside the school premises

Head teachers have a specific statutory power to discipline pupils for poor behavior outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives head teachers the power to regulate pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff (this legislation does not apply to independent schools). This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre.

Where bullying outside school is reported to school staff, it will be investigated and acted on. The head teacher should also consider whether it is appropriate to notify the police or anti-social behavior coordinator in their local authority of the action taken against a pupil. If the misbehavior could be criminal or poses a serious threat to a member of the public, the police should always be informed.

Although schools are not responsible for bullying that occurs off the premises, our aim is to establish an anti-bullying school culture, which permeates outside into the local community. Where a pupil or parent tell us of bullying off the school premises we will:

- Talk to pupils about how to avoid or handle bullying outside of school.
- Talk to the Head teacher of another school whose pupils are bullying.
- Advise parents to report the incident to the police. In some instances we will contact and talk to the police.

Evaluating our Policy

We will evaluate our anti-bullying policy using the following measures:

- The number of incidents that are reported to staff over the school year.
- Pupils' perceptions of bullying in school through structured discussions in class time and/or pupil questionnaires.

Adopted by SSC: October 2025
Review Spring 2027