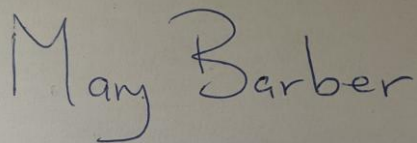




Antibullying Policy 2026

‘ At Saint Francis, we love to learn, and we learn to love’.

John 13: 34-35 ‘Love one Another, As I have Loved You’.

Review Date	September 2026
Signed: G Brown (Head Teacher)	
Signed: M Barber (Chair of Governors)	
Next Review Date	September 2027

1. Ethos and Rationale

At Saint Francis Catholic Primary School we are committed to sustaining a safe, positive and inclusive environment for everyone in our school community. We believe that pupils, staff, parents and carers have the right to be protected from bullying and abusive behaviour. We wish to work collaboratively with our school community so that all members feel listened to respectfully and taken seriously when issues, such as bullying arise. We recognise that some members of our community may be more vulnerable to bullying and its impact than others; this may include children with SEND. We therefore work together to support more vulnerable individuals and protect them from bullying and other forms of abuse. We also want our young people to be confident in sharing any concerns as soon as they arise so that solutions can be found to ensure that bullying is dealt with promptly and effectively.

2. Aims of this policy

The aim of this policy is to set out what bullying is, how we respond to bullying, and how we create a positive and anti-bullying culture and ethos.

- To reduce the instances of bullying throughout the school.
- All governors, teaching and non-teaching staff, pupils, parents and carers should have an understanding of what bullying is.
- All governors, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils, parents and carers should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils, parents and carers should be assured that they will be supported when bullying is reported.

3. Responsibilities

The Governing Body of the school are responsible for determining the content of the anti bullying policy in collaboration with the Headteacher. The lead staff at St. Francis are the Headteacher and Assistant Headteacher and they are responsible for the implementation of the policy. This policy is published on the school website and a hard copy can be obtained from the school office.

4. Definition of Bullying Behaviour

4.1- Bullying Definition

Bullying is defined as the repetitive harming of one person or group by another person or group, this includes cyber-bullying, prejudice-based and discriminatory bullying. It is deliberately hurtful and repeated, over a period of time. Both children who are bullied and who bully others may have serious, long lasting problems.

4.2 Prejudice related incident definition

A prejudice-related incident is defined as, 'any incident which is perceived to be prejudice-related by the victim or any other person.' There is a cross-over between prejudice related incidents and bullying, but they are also distinct: not all incidents of bullying will be prejudice-related incidents and not all prejudiced-related incidents will involve bullying. All prejudice-related incidents will be treated seriously by the school.

5 Bullying behaviour:

We recognise that anyone can display bullying behaviour or a be target in a bullying episode and that bullying can take many forms. Bullying is classed as a serious behaviour because it is persistent and can have a very detrimental impact on the target.

Bullying can be related to:

- Race, religion or culture.
- Sexual orientation or perceived orientation (homophobic/biphobic)
- Gender identity or of a sexual or sexist nature (including transphobic)
- Disability or SEN.
- Appearance or health.
- Family circumstances.
- Academic or sporting ability.

Bullying can be:

- Physical: hitting, kicking, stealing or hiding or damaging belongings, sexual assault
- Verbal or written: name calling, insulting, offensive remarks, taunting, mocking, threatening language, producing offensive graffiti.
- Indirect/emotional: spreading nasty stories, excluding from groups, forced joining of groups, graffiti, defacing property, displaying literature.
- Cyber-bullying: offensive or abusive text or email messages, sending offensive or degrading images by phone, email or via the internet.

6. Bullying outside school:

The Head teacher has the power to respond to bullying behaviour involving pupils whilst out of school; be it on a school trip, school activity or in the community. Conduct that threatens the health and safety of pupils, staff or members of the community will not be tolerated. This will be investigated and acted upon.

7. Prejudice-related incidents:

The most common prejudice-related incidents take the form of:

- Prejudicial language
- Ridicule and jokes
- Verbal abuse
- Physical assault
- Graffiti or damage to property
- Discriminatory behaviour e.g. refusing to work with a pupil because of their religion
- Incitement to behave in a prejudicial manner e.g. wearing racist badges, recruiting to racist organisations, bringing in homophobic literature.
- Cyber bullying

The Head Teacher will consider the evidence available and if the claim is proven will impose sanctions in line with the school's general behaviour policy. In serious cases where an offence may have been committed, the Head teacher may contact the local police.

8. Signs of bullying to look out for:

Staff:

- A change in the pattern of behaviour
- Withdrawn, temper tantrums etc.
- Fall in quality of schoolwork
- Fall in concentration
- Increased absences
- Wanting to stay with an adult or inside all break time

Parents/Carers:

If you suspect your child is being bullied, talk to them and reassure them of your support. Alert the school.

Things to look out for:

- Does not want to travel to and from school using their normal method or alone
- Increased absenteeism/ill health
- Damaged or missing property
- Changes to eating pattern
- Reduction in confidence
- Asks for extra money.
- Stealing
- Crying.
- Bed-wetting.
- Nightmares
- Bullies others in and around the family
- Withdrawn, doesn't want to talk

9. Reporting Bullying or prejudice-related incidents

9.1 What to do if you are being bullied:

- Get away from the situation as quickly as possible
- Try to stay calm and look as confident as you can
- Be firm and clear- look them in the eye and, if possible, tell them to stop and tell them how you feel.
- Tell an adult or somebody you trust
- Tell your family
- If you are scared to tell a teacher or adult on your own, ask a friend to go with you.
- Don't blame yourself for what has happened

9.2 Parents/Carers:

- Calmly talk with your child about their experience
- Make a note of what your child says including who was involved, how often the bullying has occurred, where it happened and what happened.
- Reassure your child that they have done the right thing to tell you about the bullying.
- Explain to your child that should any further incidents occur they should report them to a teacher immediately.
- Report any suspected incidents of bullying or prejudice-related incidents to a teacher/ support staff/ Head Teacher.
- Try to stay calm and bear in mind that the teacher or other staff may not be aware of the incident
- Be as specific as possible about what has happened, give dates, places and names of other children involved, as well as how often it has happened.

10. What will happen next and how incidents are recorded.

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern. The incident will be reported on CPOMS under 'bullying'
- A clear and precise account of bullying incidents, including appropriate details and actions and decisions taken, will be recorded on CPOMS.
- The school will provide appropriate support for the person being bullied—making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.
- The Headteacher/Designated Safeguarding Lead (DSL) or the class teacher will interview all parties involved
- The DSL will be informed of all bullying issues where there are safeguarding concerns.
- The school will speak with and inform other staff members, where appropriate.
- The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentiality policies.
- Sanctions, as identified within the school behaviour policy, and support will be implemented in consultation with all parties concerned.
- If necessary, other agencies may be consulted or involved, such as the police if a criminal offence has been committed, or other local services including early help or children's social care, if a child is felt to be at risk of significant harm.
- Where the bullying of or by pupils takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated. If required, the DSL will collaborate with other schools.
- Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with this policy and the school's behaviour policy.

11. Responding to Prejudice-related incidents

Prejudice related incidents will be taken seriously and dealt with by a member of the SLT.

- The issue will be investigated and all parties will be interviewed
- Incidents will be recorded in CPOMS under the category 'prejudice-related incident'.
- Once investigated, intent will be identified and recorded using the following scale
 - 1) No offence was intended or taken
 - 2) Hurt or distress was caused, but the offending behaviour is unlikely to be repeated
 - 3) Hurt or distress was caused, and the pupil(s) responsible had previously been warned that their behaviour was unacceptable.
 - 4) Substantial hurt or distress was caused, and/or the behaviour was based on substantial hostility and prejudice, and/or the behaviour may be repeated
- Support will be provided to the target of the incident
- There will be a focus on the behaviour, so that the perpetrator knows that the behaviour is not acceptable
- Witnesses to the incident will also be reminded that this behaviour is not acceptable and contrary to the school ethos
- The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentiality policies.
- Sanctions, as identified within the school behaviour policy, and support will be implemented in consultation with all parties concerned.
- Relevant teaching points will be identified and built into the whole school curriculum which may include assemblies and RSE sessions

12. Prevention

As a caring Catholic community we will:

- Create and support an inclusive environment which promotes a culture of respect, consideration and care for others, which will be upheld by all
- Use Religious Education, Personal Social and Health Education and Relationships and Sex Education sessions to discuss differences between people that could motivate bullying · Challenge practice and language (including 'banter') which does not uphold the school values of tolerance, non-discrimination and respect towards others
- Educate the children about how to use technology, especially mobile phones and social media, positively and responsibly
- Celebrate success and achievements to promote and build a positive school ethos · We will endeavour to provide an interesting/stimulating environment

13. Training

The school community will:

- Train all staff, including: teaching staff, support staff (e.g. administration staff, lunchtime support staff and site support staff) and pastoral staff, to identify all forms of bullying and take

appropriate action, following the school's policy and procedures, including recording and reporting incidents.

- Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through displays, assemblies, peer support, House Families, etc.
- Collaborate with other local educational settings as appropriate, and during key times of the year, for example during transition · Ensure anti-bullying has a high profile throughout the year, reinforced through key opportunities such as anti-bullying week
- Provide systematic opportunities to develop pupils' social and emotional skills, including building their resilience and self-esteem- this will include our work on Character strengths and Catholic Virtues Involvement of pupils
- We will: Involve pupils in policy writing and decision making, to ensure that they understand the school's approach and are clear about the part they play in preventing bullying
- Regularly canvas children and young people's views on the extent and nature of bullying. · Ensure that all pupils know how to express worries and anxieties about bullying.
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum. · Utilise pupil voice in providing pupil led education and support
- Publicise the details of internal support, as well as external helplines and websites.
- Offer support to pupils who have been bullied and to those who are bullying to address the problems they have.

14. Involvement and liaison with parents and carers

We will:

- Take steps to involve parents and carers in develop policies and procedures, to ensure they are aware that the school does not tolerate any form of bullying.
- Make sure that key information about bullying (including policies and named points of contact) is available to parents/carers in a variety of formats, including via the school website · Ensure all parents/carers know who to contact if they are worried about bullying and where to access independent advice.
- Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying.
- Ensure that parents work with the school to role model positive behaviour for pupils, both on and offline.
- Ensure all parents/carers know about our complaints procedure and how to use it effectively, to raise concerns in an appropriate manner.

Useful links and supporting organisations

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk

- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- The BIG Award: www.bullyinginterventiongroup.co.uk/index.php PSHE Association: www.pshe-association.org.uk Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk Young Carers: www.youngcarers.net

20. Links to other policies

The antibullying policy links to the following school policies:

- Behaviour Policy
- Suspension and Exclusion Policy
- Safeguarding and Child Protection Policy

21. Monitoring arrangements

- The school Monitors and reviews our anti-bullying policy and practice at least annually to help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required. Records of bullying and prejudice related incidents are monitored half termly and appropriate preventative action is taken as required.