St John Henry Newman Catholic Primary School

Anti-Bullying Policy

Approved: September 2025

Next Review Date: September 2026

Section 1 – Aims and Principles

At St John Henry Newman, we believe every child is made in the image and likeness of God, loved unconditionally, and worthy of equal dignity and respect. This policy sets out how we prevent bullying, how we respond to it, and how we create a safe, caring, respectful environment where every child can flourish.

Section 2 – Definition of Bullying

Repeated behaviour by an individual or group that intentionally hurts another physically, emotionally or socially.

Forms include: physical (hitting, pushing, taking belongings), verbal (name-calling, teasing, insults), social (exclusion, rumour spreading), cyber (online, messaging, social media), and prejudicial bullying (related to protected characteristics under the Equality Act 2010).

Section 3 – Legal Framework

This policy is consistent with:

The Education and Inspections Act 2006
Keeping Children Safe in Education (latest version)
Equality Act 2010
East Anglian Diocese / Ten Ten PSHE guidelines and Catholic Education principles

Section 4 – Prevention: Whole-School Approach

The following strategies are in place to promote positive behaviour and discourage bullying behaviour:

a) Consistent expectations: All staff follow uniform standards for behaviour; clear routines and rules in every class.
b) Gospel values: Monthly focus on Gospel values. Children rewarded for living these values (kindness, respect, service etc.).
c) Positive Behaviour Management: Reinforcement of good behaviour; clear responses to unacceptable behaviour (see Behaviour Policy)
d) Restorative methods: Use restorative conversations and protective/educational consequences rather than purely punitive ones.
e) Curriculum / PSHE input: Through Ten Ten (Life to the Full), circle times, peer mediation, class discussions on fairness, prejudice, discrimination, and cyber issues.
f) Awareness: Explicit statement in school that all bullying will not be tolerated; visual displays; consistent messaging.
g) Assemblies: Whole-school assemblies to promote positive behaviour and kindness.
h) Safe relationships: Children encouraged to speak with class teachers, trusted adults, or pastoral staff.

i) Supervision: Staff supervision during transitions, before/after school, break and lunch times in-line with DFE recommendations.

j) Student roles: Play Leaders, Lunchtime Buddies / Coordinators, Pupil Voice, Pupil Leadership roles.

k) Monitoring tools: Use of CCTV (where appropriate) for monitoring and investigating incidents.

l) School calendar and events: Annual Anti-Bullying Week; specific events to raise awareness (cyber-safety, protected characteristics); parent/carer events.

m) Staff / Parent training and partnership: Regular staff CPD in anti-bullying / behaviour management; parent workshops; information sharing; pastoral team involvement.

Section 5 – Reporting, Recording & Investigation

Any child, parent/carer or staff may report bullying to their class teacher, pastoral team, or any trusted adult.

All allegations are recorded on the Excel grid in the Staff Teams system (Behaviour Folder). The record includes date/time, parties involved, type of alleged bullying, evidence, action taken, outcome.

A member of SLT leads the investigation. Teachers, pastoral team, pupils, and parents are all involved as necessary.

Digital evidence (for cyberbullying) is collected where appropriate.

Parents/carers will be informed of findings and actions.

Section 6 – Outcome and Support

Possible outcomes, depending on severity and context:

Restorative meetings between pupils
Apology (verbal or written)
Behaviour plan or contract
Sanctions from the Behaviour Policy
Pastoral support for those affected (victims and perpetrators)
Ongoing monitoring to ensure bullying is not repeated

Section 7 – Roles and Responsibilities

SLT / Headteacher: Oversee policy, ensure investigations are fair, inform parents, evaluate outcomes.

Designated Safeguarding Lead: Maintain bullying records, identify patterns, refer to external agencies if needed.

Pastoral Team: Provide emotional support, repair relationships, run restorative work.

All Staff: Be alert to bullying, respond to reports, model respectful behaviour.

Pupils: Treat each other with kindness, report bullying.

Parents/Carers: Support school ethos, communicate concerns, reinforce positive behaviour at home.

Section 8 – Monitoring and Review

SLT reviews the Excel bullying log termly for patterns of behaviour (places, times, repeat incidents, types).

Governors receive a summary report annually.

Policy is reviewed annually or sooner if needed (e.g. legislative change or concerning trends).

Section 9 – Links to Other Policies

- Behaviour Policy
- Complaints Policy
- Safeguarding & Child Protection Policy
- Ten Ten / PSHE Policy (Life to the Full)
- Social Media Policiy

Signatures

___ Headteacher: _____ Date: _____

___ Chair of Governors: _____ Date: _____