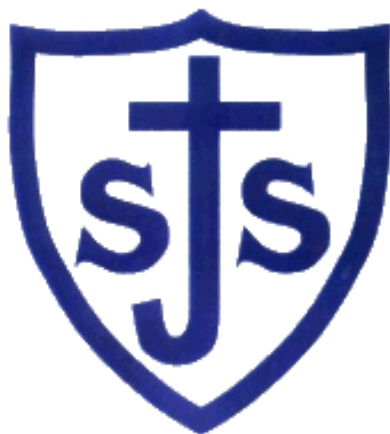


ST JOSEPH'S CATHOLIC PRIMARY SCHOOL
CRAYFORD



ANTI-BULLYING POLICY

Learning and growing together with Christ

Updated:	Autumn 2025
To be Reviewed:	Autumn 2028
Approved by:	Full Governing Body

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1. Aims

This policy aims to:

- Provide a guide in fostering an atmosphere of respect, understanding and encouragement, between all who teach, work and learn in the school
- Define what we consider to be bullying
- Summarise the roles and responsibilities of different people in the school community with regards to providing education linked to bullying
- Outline our system of reporting incidents of bullying
- Set out rewards and sanctions used within the school

2. Legislation and statutory requirements

This policy is based on legislation and advice from the Department for Education (DfE) on:

- [Preventing and Tackling Bullying” 2017](#)
- [Behaviour in schools: advice for headteachers and school staff 2024](#)
- [Searching, screening and confiscation: advice for schools 2022](#)
- [The Equality Act 2010](#)
- [Keeping Children Safe in Education](#)
- [Suspension and permanent exclusion from maintained schools, academies and pupil referral units in England, including pupil movement](#)
- [Use of reasonable force in schools](#)
- [Supporting pupils with medical conditions at school](#)
- [Special Educational Needs and Disability \(SEND\) Code of Practice](#)
- [Sharing nudes and semi-nudes: advice for education settings working with children and young people](#)

In addition, this policy is based on:

- Section 175 of the [Education Act 2002](#), which outlines a school’s duty to safeguard and promote the welfare of its pupils
- Sections 88 to 94 of the [Education and Inspections Act 2006](#), which requires schools to regulate pupils’ behaviour and publish a behaviour policy and written statement of behaviour principles, and gives schools the authority to confiscate pupils’ property
- [DfE guidance](#) explaining that maintained schools must publish their behaviour policy online

As a Catholic school, this policy is further informed by:

- Gospel Values for Catholic Schools, Raymond Friel, 2017

As a Rights Respecting school, this policy responds to:

- UN Convention on the Rights of the Child - <https://www.unicef.org.uk/what-we-do/un-convention-child-rights/>

3. Catholic Context

As a Catholic school, the Gospel Values should be at the heart of any Catholic education, emphasising Christ as the foundation of all that we do as a school.

Gospel Values	Scripture
Compassion kindness, service of neighbour	"If you love those who love you, what credit is that to you? For even sinners love those who love them." Luke 6:32
Non-violence gentleness	"But Jesus said, 'No more of this!' And he touched his ear and healed him." Luke 22:51
Justice action against wrong doing	"Then he entered the temple and began to drive out those who were selling things there." Luke 19:45
Integrity honesty, truth-telling	After the Ascension, Peter and John were summoned before the Council of rulers, elders and scribes in Jerusalem and order to speak no more of the resurrected Jesus. Peter and John were unmoved by the order, stating they "cannot keep from speaking about what [they] have seen and heard." Acts 4:20
Preferential option for the lost and the least	"Rejoice with me, for I have found my sheep that was lost." Luke 15:6
Love generosity, magnanimity	"Love your enemies. Do good to those who hate you." Luke 6:27
Forgiveness reconciliation	Jesus says to his disciples that, "if the same person sins against you seven times a day, and turns back to you seven times and says, 'I repent' you must forgive." Luke 17:4
Hope resilience, perseverance	A child is born to a poor unmarried teenage girl in a forgotten backwater of the Roman Empire. The Angel Gabriel explains to Mary that the child "will be called the Son of the Most High." Luke 1:32

4. Rights Respecting Context

As a Rights Respecting school, we seek to promote and give due regard to the UN Convention on the Rights of the Child.

Article 2 Non-discrimination	The Convention applies to every child without discrimination, whatever their ethnicity, gender, religion, language, abilities or any other status, whatever they think or say, whatever their family background.
Article 12 Respect for the views of the child	Every child has the right to express their views, feelings and wishes in all matters affecting them, and to have their views considered and taken seriously.
Article 19 Protection from violence, abuse and neglect	Ensure that children are protected from all forms of violence, abuse, neglect and bad treatment by... anyone else who looks after them.

5. Definition of bullying

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

Bullying can include:

Type of bullying	Definition
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
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)
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, gaming sites, devices or via images, audio, video, or written content generated by artificial intelligence (AI)

6. St Joseph's Catholic Primary School's Statement on Bullying

- Every person in the school is entitled to respect and to be free from any type of bullying.
- The school will work proactively, as far as it can, to ensure that bullying does not take place.
- A record will be kept of all reported incidents of bullying.
- The matter will be dealt with seriously.
- Appropriate action will be taken to ensure that it does not continue.

7. The support of the school systems and the curriculum

- The “Tell Someone” poster is shared with all pupils.
- Pupils are taught to identify their five trusted adults, who they can talk to about anything that is worrying them.
- All year groups are facilitated through PSHE (Personal, Social and Health Education) which incorporates bullying information and learning, which is delivered through assemblies and the “Life to the Full” RSE programme.
- Opportunities for the spiritual, moral, social and cultural development of our pupils are threaded across the curriculum, particularly in Religion.
- The English Curriculum supports our pupils’ emotional literacy, providing issues within the literature being studied which invite children to discuss characters’ feelings, developing empathy.
- Assemblies are used to explore the definition of bullying and the steps that can be taken to prevent or stop it from happening.
- In the Autumn term, pupils in Years 1-6 have a Computing topic dedicated to E-Safety to make children aware of the safety issues in using the internet and messaging.
- A support system is in place, where junior pupils volunteer to become Playground Buddies to promote positive play and spot children who may require help/support in the infant playground.
- Positive reinforcement of behaviour for the better good of the school community is encouraged through:
 - the Excellent Learners posters in the classroom
 - praise given at the Proud assemblies

8. Pastoral Care

The school has an excellent pastoral care system in place, and reports of all incidents (wherever they may have been reported) will be filtered through the class teacher and phase leaders, who are the primary people for pastoral care of the student in her/his class. Chain of support: Pupil / Teaching Assistant or Midday Supervisor / Class Teacher / Senior Leaders / Head of School/ Executive Headteacher / Governors.

9. Procedures for Noting and Reporting Incidents of Bullying

- Staff should be listening for comments between children which could be seen to be bullying and looking for any changes in a pupil’s behaviour or demeanour.
- Pupils should be confident to discuss any incident of bullying with a teacher or another trusted adult within the school and know it will be taken seriously and resolved positively.
- Parents/Carers should contact the school regarding incidents of bullying behaviour which they might suspect or that have come to their attention through their children.

Incidents of behaviour will be classified as:

- Thoughtless
- Hurtful
- Bullying

Incidents of bullying behaviour, no matter how trivial, which are drawn to the attention of a teacher, will be dealt with in the following manner:

- Appropriate personnel will interview all of the students involved in a bullying incident.
- All pupils involved will be spoken to and encouraged to solve the problem.
- Everyone will be invited to write down any relevant details.
- All interviews will be conducted with sensitivity and with due regard to the rights of all pupils involved.

- Records will be kept of all incidents and of the procedures that were followed using the behaviour tracker.

Where the incident is deemed to be minor, a verbal warning will be given to the child who has been bullying to stop the inappropriate behaviour, pointing out how he/she is in breach of the UNICEF Convention of the Rights of the Child and trying to get him/her to see the situation from the victim's point of view. If deemed appropriate, parents may be contacted. The incident will no longer be considered if there is no recurrence within that academic term.

If the behaviour persists, the Senior Leader/ Head of School / Executive Head Teacher and the parents / carers of all pupils involved will be informed. Thus, they will be given the opportunity of discussing the matter and are in a position to help and support their children. Appropriate sanctions will be imposed. The incident will no longer be considered if there is no recurrence within that academic year.

If there is a serious incident, or repeated unresolved instances of bullying, the matter should be reported to either the Executive Headteacher or Head of School, parents will be involved and appropriate sanctions applied. Sanctions may include:

- A behaviour support plan
- Withdrawal of privileges
- Other sanctions as may be deemed appropriate
- Internal suspension (Temporary)
- Exclusion (Temporary)
- Exclusion (Permanent)

In the case of a complaint regarding a staff member, this should be referred immediately to the Executive Head Teacher or Head of School.