

Anti-bullying policy 2026

St. Teresa's Catholic Primary School



Approved by: St Teresa's Governing Body **Date:**

Last reviewed on: 8/6/26

Next review due by:

ANTI-BULLYING POLICY

St Teresa's Primary School

MISSION STATEMENT

We love God and each other and follow the example of St Teresa.

We enjoy learning together and doing our best in a happy, healthy and welcoming community.

We learn to be responsible and caring citizens.

“Let us do little things well today”.

St Teresa

Our Commitment

At St Teresa's Primary School, we are committed to providing a safe, nurturing, inclusive and respectful environment where every child feels valued, supported and able to thrive. Inspired by Gospel values and our belief that every person is created in the image of God, we promote kindness, respect and compassion in all relationships.

We believe that all children have the right to learn and play in an environment free from bullying, discrimination, intimidation and harassment. Bullying of any kind will not be tolerated.

Aims

The aims of this policy are to:

- Promote a secure, supportive, caring and happy environment for all members of the school community.
 - Foster a culture of respect, kindness, inclusion and belonging.
 - Ensure all pupils feel safe, valued and included.
 - Prevent all forms of bullying through education, awareness and positive relationships.
 - Encourage pupils to speak out if they experience or witness bullying.
 - Provide clear procedures for reporting, recording and responding to concerns.
 - Support pupils who have experienced bullying and help those displaying bullying behaviours to make positive changes.
 - Ensure a consistent whole-school approach to preventing and addressing bullying.
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Definition of Bullying

There is no legal definition of bullying; however, the Department for Education defines bullying as behaviour that is:

- Repeated over time; and
- Intended to hurt another person physically or emotionally.

At St Teresa's, pupils are taught the acronym:

STOP – Several Times On Purpose

Bullying is behaviour that deliberately causes another person to feel:

- Hurt
- Frightened
- Intimidated
- Humiliated
- Excluded
- Unsafe
- Unhappy

Bullying often involves an imbalance of power, making it difficult for the targeted individual to defend themselves.

Bullying can be motivated by prejudice or discrimination and may relate to:

- Race or ethnicity
- Religion or belief
- Disability or Special Educational Needs and Disabilities (SEND)
- Sex or gender
- Sexual orientation
- Gender identity
- Appearance
- Family circumstances
- Any other perceived difference

Bullying Is Not

The school recognises that not all conflict or unkind behaviour is bullying.

Bullying is different from:

- A one-off disagreement or argument
- Occasional friendship difficulties
- Accidental hurtful comments
- Falling out between friends

These incidents will still be addressed appropriately, but they may not be classified as bullying.

Types of Bullying

Bullying can take many forms.

Physical Bullying

- Hitting, kicking, pushing or tripping
- Damaging or stealing belongings
- Physical intimidation

Verbal Bullying

- Name-calling
- Teasing
- Insults
- Threats
- Taunting

Social or Emotional Bullying

- Deliberately excluding someone
- Spreading rumours
- Encouraging others not to be friends with someone
- Whispering about others
- Public humiliation

Non-Verbal Bullying

- Threatening looks or gestures
- Intimidating body language

Cyberbullying

Cyberbullying is bullying that takes place through technology, including:

- Text messages
- Social media
- Online games
- Emails
- Messaging apps
- Sharing photographs or videos intended to cause distress

Cyberbullying can occur at any time and can reach a large audience very quickly. Incidents that occur outside school may still be investigated where they impact the wellbeing, safety or education of pupils.

Recognising the Signs of Bullying

A child who is experiencing bullying may:

- Become withdrawn, anxious or unhappy
- Show a decline in confidence or self-esteem
- Be reluctant to attend school
- Frequently complain of illness
- Experience friendship difficulties
- Become unusually clingy with adults
- Display changes in behaviour or mood
- Show reduced concentration in class
- Experience changes in attendance patterns
- Have unexplained missing or damaged belongings
- Display changes in academic performance

These signs do not necessarily indicate bullying but should always be taken seriously.

Preventing Bullying

Prevention is central to our approach.

We will:

1. Promote a positive school ethos based on Christian values and mutual respect.
2. Teach pupils about bullying, healthy relationships and respectful behaviour through the PSHE and Relationships Education curriculum.
3. Celebrate diversity and promote equality and inclusion.
4. Provide opportunities through assemblies, themed weeks and classroom activities to discuss bullying and wellbeing.
5. Teach pupils strategies for managing conflict, emotions and friendships.
6. Encourage children to report concerns about themselves or others.
7. Work closely with parents and carers to promote positive behaviour.
8. Train staff to recognise, prevent and respond effectively to bullying.
9. Ensure pupils understand the difference between bullying, conflict and unkind behaviour.
10. Promote online safety and responsible use of technology.

All members of the school community share responsibility for creating an environment where bullying is not accepted.

Reporting Bullying

Pupils are encouraged to:

- Tell a trusted adult.
- Speak to their class teacher.
- Speak to a member of the Senior Leadership Team.
- Tell a parent or carer.
- Report concerns on behalf of a friend.

We promote the message:

"Speak Up, Stand Up, Stay Safe."

Procedures for Responding to Bullying

When bullying is reported or suspected, the school will:

1. Take all reports seriously.
2. Listen carefully to all pupils involved.
3. Investigate promptly and fairly.
4. Record concerns and actions on CPOMS.
5. Inform relevant staff members.
6. Contact parents or carers when appropriate.
7. Implement appropriate support and interventions.
8. Apply sanctions where necessary in line with the Behaviour Policy.
9. Monitor the situation to ensure the behaviour has stopped.
10. Review outcomes with pupils and parents.

Where bullying behaviour may constitute a safeguarding concern, safeguarding procedures will be followed and the Designated Safeguarding Lead (DSL) informed.

Supporting Pupils Who Have Experienced Bullying

Pupils who have been bullied will be supported through:

- Opportunities to talk with a trusted adult.
- Reassurance and emotional support.
- Regular check-ins with staff.
- Restorative conversations where appropriate.
- Support to rebuild confidence and self-esteem.

- Friendship support, including peer support or a Circle of Friends approach where appropriate.
- Ongoing monitoring to ensure the bullying has ceased.

Pupils will be reminded that reporting bullying is the right thing to do and that the school will take action to keep them safe.

Supporting Pupils Who Display Bullying Behaviour

We believe that children can learn from mistakes and make positive changes.

Stage 1

- Meet with the pupil to discuss concerns.
- Listen to their perspective.
- Help them understand the impact of their actions.
- Agree clear expectations for future behaviour.
- Inform parents or carers.
- Monitor behaviour closely.

Stage 2

If concerns continue:

- Hold a formal meeting with parents or carers.
- Agree appropriate consequences and support strategies.
- Implement a behaviour support plan.
- Set measurable targets.
- Review progress within an agreed timescale.

Additional interventions may include:

- Social skills support
 - Emotional regulation work
 - Mentoring
 - Restorative practice
 - Support from external agencies where appropriate
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Roles and Responsibilities

Staff

All staff will:

- Model respectful behaviour.
- Promote inclusion and positive relationships.
- Challenge bullying behaviour immediately.
- Record incidents appropriately.
- Report concerns to senior leaders.
- Support pupils affected by bullying.

Parents and Carers

Parents and carers are encouraged to:

- Support the school's values and expectations.
- Encourage children to report concerns.
- Listen carefully to their child.
- Report concerns promptly to the school.
- Work in partnership with the school to resolve issues.

Pupils

Pupils are expected to:

- Treat others with kindness and respect.
- Speak out if they experience or witness bullying.
- Support peers who may be vulnerable.
- Follow school rules and expectations.

Monitoring and Review

All incidents of bullying will be recorded and monitored to identify patterns and inform future preventative work.

This policy will be reviewed annually by the Senior Leadership Team and Governing Body to ensure continued compliance with current legislation and guidance.

Related Guidance

This policy should be read alongside:

- Behaviour Policy
- Child Protection and Safeguarding Policy
- Online Safety Policy
- Equality Information and Objectives

The school has regard to:

- Department for Education: *Preventing and Tackling Bullying*
- *Behaviour in Schools* (DfE, 2024)
- *Keeping Children Safe in Education* (current edition)
- Equality Act 2010