

St Mary and St John Catholic Primary School

Anti-Bullying Policy



'In the light of Jesus we learn to shine.'

Reviewed and ratified on: December 2025

Signed (Chair of Governors) **A. Whitney**

Anti-bullying Policy

Rationale:

At St Mary and St John we are very aware of the possible consequences of bullying and so through this policy and practise we strive to address the negative effect that such experiences may have on both pupils and staff within the school.

Bullying in any form will not be tolerated. As a 'listening and telling' school we are committed to the creation of a positive and safe learning environment for all. All members of the community deserve the right to feel valued, equal and respected and be able to come to school without fear. Bullying has a serious effect on a pupil's self-esteem, emotional and mental health. This prevents them from developing their full potential and can seriously affect their life chances. Our school's definition of bullying is:

Bullying can be defined as an abuse of power by one or more people through repeated hurtful or aggressive behaviour with the intention to cause emotional or physical harm to another person. (Greg Sampson-Simply Behave)

It can be:

- Physical: hitting, kicking, stealing or hiding belongings, sexual assault.
- Verbal or written: name calling, insulting, racist remarks, offensive sexual 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 or materials of a racist, sexist or pornographic nature.
- E-bullying/Online bullying: using web pages, offensive or abusive text or email messages, sending offensive or degrading images by phone or via the internet. This can take place outside of school or on the journeys to and from school.

Bullying takes many forms and can be related to:

- Race, religion or culture
- Sexual orientation(or alleged orientation)or of a sexual or sexist nature
- Disability or SEN
- Appearance or health

- Young carer, Looked after Children

Aims of the policy

- To promote the school's aims and values.
- To develop a positive and safe learning environment in which bullying will not be tolerated.
- To promote inclusion, mutual respect, self-esteem and self-worth in order to meet the physical, emotional and mental health of all members of the school community.
- To raise the standards of behaviour and levels of achievement of all.

Guidelines for implementing the policy: (preventing Bullying)

- There needs to be recognition that anyone can be a bully or a victim and that bullying can take many forms.
- It is recognisable that the Head teacher and Governing Body have a statutory responsibility for school behaviour and discipline, but that all members of the school community accept collective responsibility for the successful implementation of this policy.
- School governor Mrs Whitney (Chair of governors) is the designated anti-bullying governor. She fully supports school with the implementation of the anti-bullying policy and understands the involvement of the Anti-Bullying Alliance.
- Mrs Kearsley as safeguarding, child protection, LAC and SEN governor also has responsibility for maintaining an overview of behavioural and bullying issues.
- Pupils are encouraged to report all incidents of bullying whether they are victims or bystanders.
- All staff will respond to student, staff or parental concerns seriously and support the agreed procedures.

Our proactive strategies include:

We are a listening and telling school. This is the message that will be promoted at all times and with all audiences.

There is an agreed collective responsibility to address any incidents of bullying observed. The Safeguarding Policy will be referred to when necessary to support actions needed.

The School, Class Council and Pupil Champion meetings will provide opportunity for sharing pupil concerns and for continuing to promote good behaviour.

Staff will be kept up to date with relevant information and training as required. Supervision sessions are in place to support all staff in school to support all stakeholders.

Parents will be encouraged to actively support the policy by signing the home-school agreement and completing annual questionnaires which refer to safety of pupils in school. Parents are also encouraged to contact school regarding any concerns they may have. The policy is available in school as requested.

The issue of bullying will be raised at least annually in order to maintain awareness of the issue through school assemblies and prominent pictorial displays and posters.

Every opportunity to promote whole school initiatives such as an anti-bullying day, involvement in anti-bullying week, theatre production and external speakers will be taken.

The Governing Body and the SLT will monitor pupil behaviour via staff and committee meetings. The CPOMS tool will be used by staff to record any concerns. All staff are encouraged to speak to senior members if concerns are raised.

Bullying will be addressed within the RSHE Curriculum, which incorporates the Equality Act 2010, through RE themes linked to looking after each other and through the on-going ethos and behaviour expectations linked to our school mission statement 'In the light of Jesus, we learn to shine.' [Equality-act-2010-guidance](#)

If you have any concerns that your child is being bullied you can contact your child's class teacher in the first instance and Mr Atherton, head teacher can be contacted as required, this can be done by phone 01942 206733 or emailing the head teacher directly as follows: enquiries@admin.saintmaryandjohn.wigan.sch.uk

All new staff will be directed to read the safeguarding, safety and behaviour policies as part of their induction.

Our Reactive Strategies (responding to bullying)

When bullying has been observed or reported then the following 7 steps will be taken:

STAGED SEVEN STEPS APPROACH - A STRATEGY TO MANAGE BULLYING IN SCHOOL

STAGE 1

Step One – interview with the victim

When the teacher finds out that bullying has happened the process starts by talking to the victim about his feelings. There is no questioning about the incidents but it is necessary to know who was involved.

Step Two – convene a meeting with the people involved

The teacher arranges to meet with the group of pupils who have been involved. This will include some bystanders or colluders who joined in but did not initiate any bullying. This is usually a group of six to eight young people.

Step Three – explain the problem

The group is told about the way the victim is feeling and their poem, piece of writing or drawing is used to emphasize his/her distress. At no time are details discussed or blame allocated to the group.

Step Four – share responsibility

The teacher does not attribute blame but states that they know that the group are responsible and can do something about it.

Step Five – ask the group for their ideas

Each member of the group is encouraged to suggest a way in which the victim could be helped to feel happier. The teacher notes their ideas and gives some positive responses but does not go on to extract a promise of improved behavior.

Step Six – leave it up to them

The teacher ends the meeting by passing over the responsibility to the group to solve the problem. A future meeting is arranged.

Step Seven – meet them again individually

About a week later (depending on age of children) the teacher discusses first with the victim and then with each student individually about how things have been going. Step 7 should be repeated at various times throughout the coming months to keep the young people involved in the process and to enable the situation to be monitored.

STAGE 2

Contact Parent(s) / Carer(s)

STAGE 3

Contact outside agencies e.g. Targeted Education Support Team, Gateway, Educational Psychologist, and Police.

STAGE 4

Pastoral Support Programme – possible fixed term exclusion.

Bullying incidents will be logged and monitored via the CPOMS tool. All teaching staff have access to submit incidents and actions. The SLT monitor information as needed. Any relevant bullying information or incidents are shared with the Governing Body through committee meetings and as part of the Head teacher's report.

This policy applies to all school staff, governors, pupils and visitors to school.

The Headteacher and senior leaders have 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. This can include online bullying, outside of school and may take place on journeys to and from school. Conduct that threatens the health and safety of pupils, a staff or members of the community will not be tolerated. The headteacher 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 a criminal offence may have been committed, the school will contact the local police and follow child safeguarding procedures.

This policy should be read in conjunction with the Safeguarding Policy and other related policies in the Safety Awareness pack including the online safety and mobile phone policy.

Other information can be accessed through anti-bullying websites such as:

Thinkuknow.co.uk anti-bullyingalliance.co.uk

This policy is annually shared and discussed with pupils and accessible on the school website for parents. It will be reviewed annually. It needs to be looked at in connection with the following Policies:

- Behaviour and Relationship Policy
- Safeguarding Policy
- SEND Policy
- Acceptable use Policy