

St Boniface Federation



Anti-Bullying Policy 2025-2026

St Saviour's Catholic Primary School, Totland

St Mary's Catholic Primary School, Ryde

St Thomas of Canterbury Catholic Primary school, Carisbrooke

The policies of the Governors of the St Boniface Federation are intended to ensure that the children rejoice in their dignity as children of God and as a unique creation of God's love. The policies are written so as to support the most effective teaching and learning that we can provide. It is our intention that every aspect of school life will support this fundamental aim.

Signed on behalf of Governors: Alexandra Pettitt Chair of Governors Date: October 2024	To be reviewed by: October 2026
Revisions made	

Bullying is defined as behaviour by one or more people, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Everyone in the school has a duty to prevent the occurrence of bullying where possible and to deal with any cases of bullying following the agreed guidance. Bullying is a rare occurrence in our schools and we actively promote the Anti-Bullying message and explore with the pupils ways to stop poor behaviour choices happening that could lead to bullying.

Bullying behaviour repeated over time includes:

- Verbal bullying – such as mimicking, putting people down, saying horrid things about family, clothes or appearance, name-calling, anonymous notes, blackmail and deliberately embarrassing or humiliating others.
- Physical bullying – such as hitting, pushing, hurting, hair pulling, pushing people around, kicking, deliberately disrupting work or play and extortion.
- Indirect bullying – such as spreading rumours, isolation, exclusion and getting others to be hurtful or unkind.
- Psychological bullying – such as intimidation, threats and looks to make another child feel uncomfortable or fearful.
- Cyberbullying – the use of information and communications technology (ICT), particularly mobile phones, the internet and social media to support deliberate, repeated and hostile behaviour by an individual or group that is intended to harm others.
- Prejudice/hate based bullying - often motivated by prejudice against particular groups, on the grounds of ethnicity, religion and belief, sex, gender identity, sexual orientation or disability. It might be motivated by actual differences, perceived differences or as a result of association with someone else.

AIMS

At the St Boniface Federation Primary Schools we aim to:

- Provide a harmonious and stable environment in which children and adults feel safe and secure.
- Develop a relationship of confidence and trust between adult and pupil, between pupil and pupil and between adult and adult.
- Foster in our children and adults an attitude of responsibility for themselves and others.
- Enable our children and adults to experience the power of reconciliation.
- Prevent wherever possible instances in which children or adults are subjected to bullying in any form.
- Ensure that all staff are aware of this bullying policy and know the procedures to take should an incident occur.

Assemblies are from time to time used to reinforce positive anti-bullying messages and to raise issues concerning bullying within the context of a Christian message. We also raise awareness of bullying during Anti-bullying week through a range of activities.

Technology plays an important and positive role in children's lives. It is therefore important for children to understand how to use technology safely and know the risks and consequences of misusing them.

VALUES AND BELIEFS

We are committed to combating all bullying behaviour and we believe that:

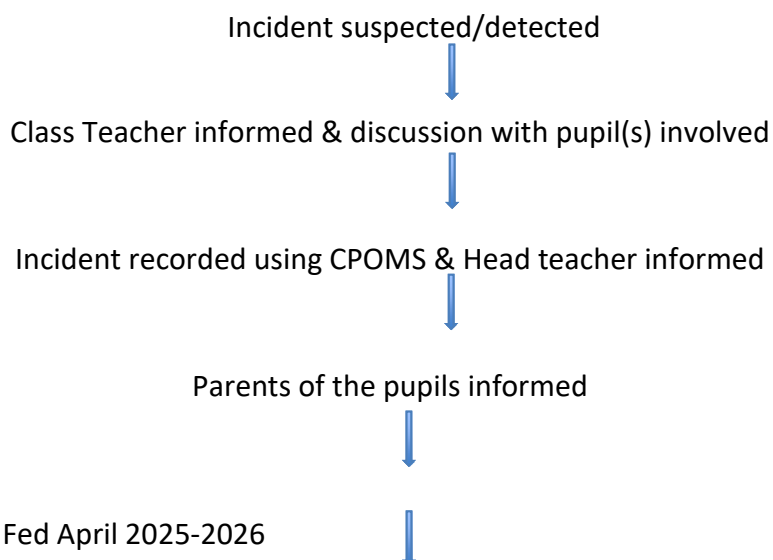
- All bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify it.
- Discrimination is unacceptable at all times and this policy should be read in conjunction with the Federation's Single Equalities policy.
- Bullying has a serious detrimental effect on children and adults who are subjected to it and we will work actively to minimise the risks.
- Every possible support should be offered to children and adults who have been bullied.

GUIDELINES

The Behaviour Policies of the Federation detail the rewards and sanctions used by all staff to promote good behaviour and deter/sanction inappropriate behaviour and any reported incident of bullying will be taken seriously and acted on immediately following the procedures laid out in each school's Behaviour Policy. The following guidance should be read in conjunction with these Behaviour Policies.

Children are helped to explore, discuss and develop appropriate behaviour choices through a range of activities such as circle time, role play/drama, PSHE lessons and e-safety lessons as well as issues addressed through whole school assemblies, making explicit the links to our Catholic virtues. In addition, focussed interventions such as ELSA or Nurture groups may work with smaller groups of children to develop this understanding further. Incidents of bullying will be dealt with on an individual basis although they will have the common approach as identified below.

- All staff will watch carefully for any signs of distress, e.g. illness, deterioration in work, uncharacteristic behaviour, etc. and bring this to the attention of the class teacher and/or the Head teacher.
- Children will be made aware of what is appropriate/inappropriate behaviour and will be encouraged to inform an adult immediately of any incident which is causing someone harm or distress.
- All staff will make it clear to the children that they will be listened to and will be involved as far as possible in any decisions about actions taken following a bullying incident.
- The procedure following a poor behaviour choice or a bullying incident is as follows:



Staff identified to work with children to offer appropriate support and behaviour to all parties
Monitor frequently and review/amend actions as necessary

Children who are worried about openly discussing an incident when the children causing the issue are present (e.g. taunting during a lesson) are encouraged to go to the teacher with a piece of work, using this as an excuse to speak to the teacher either during or after the lesson. Children need to feel secure in the knowledge that assertive behaviour, and even walking away, can be effective ways of dealing with bullying.

REPORTING INCIDENTS

We maintain a log of all allegations of bullying on CPOMS and use this to identify patterns and occurrences of behaviour from an individual/group towards another individual/group, putting in the necessary steps to reduce these incidences and the support for the individuals concerned. We report any incidents of prejudiced based/hate incidents to the Local Authority as well as the Governing Body.

NEW STAFF

All staff new to the school will be required to sign to indicate they have read and understood their responsibility within this policy. Staff training takes place throughout the academic year for all staff to ensure that best practice is followed at all times to reduce the incidences of poor behaviour/bullying.

PARENTAL INVOLVEMENT

Parents have an active part to play in our anti-bullying policy; they have the important role to encourage their child to be a positive member of the school.

When, after discussion, it has been confirmed a child has been bullying another, parents will be contacted to discuss the issues. Both the parents of the bullies and their victims are informed of the incident and the action that has taken place and asked to support strategies proposed to tackle the problem. The bully is also reminded of the possible consequences of bullying. The sanctions for repeated incidents are clearly explained to him/her. Persistent bullies may be excluded from school. (see each school's Behaviour Policy).

Parents are reminded to inform their children that they must tell someone should they ever be bullied. Keeping information from the school or from parents will never help a problem to be solved. It will prolong the period of suffering. Whilst there is very little bullying in the Federation, we believe that one case is a case too many and we believe it is essential to constantly review this policy to ensure that we are in a position to strengthen our approach to this issue.

Parents should raise any concerns about bullying or other hurtful behaviour directly with the school and not with the parents of other parties involved. Whilst we recognise that parents who are friends may wish to resolve matters informally, they are advised that the school should always be made aware of tensions and difficulties between children so they can be supported appropriately. The best place to resolve conflicts between children is in school where all sides and aspects of incidents can be explored.

REVIEW

This policy will be periodically updated in conjunction with the schools' Behaviour Policies and reviewed at least every two years or as new Government and/or local guidance is available. **Linked policies**

Behaviour Policy

Safeguarding and Child Protection policy

Whistleblowing Policy

Staff Code of Conduct