



St. Sebastian's Church of England Primary School and Nursery

Anti-Bullying Policy

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Contents

Introduction	2
Aims	3
Definition	3
Safeguarding	4
Prevention of Bullying.....	4
Education to help prevent Bullying	4
First Responses to Bullying	5
The Role of Governors	5
The Role of the Head of School	6
The Role of Staff (Teachers, Teaching Assistants, Lunchtime staff and admin)	6
The Role of Parents	6
Vulnerable Pupils including SEND	6
Bullying which occurs outside the school premises.....	6
Monitoring	6
Any Other Key Information	7
Review	7
Appendix 1 – Information for parents.....	8

Introduction

St Sebastian's C of E Primary School and Nursery has a strong sense of family where all belong, learn and thrive in God's love.

Inspired by the parable of the Good Samaritan (Luke 10: 25-37), our school is a family built on love, respect, courage and aspiration. As Jesus said, "Go and do likewise" (Luke 10:37), we are called to live out his example of love and compassion, serving others with kindness and humility. Together, we create a nurturing environment where children are prepared for every step of their journey.

We expect pupils to act safely and feel safe in school, including that they understand the issues relating to bullying and that they feel confident to seek support from school should

they feel unsafe. We also want parents to feel confident that their children are safe and cared for in school and incidents when they do arise are dealt with promptly and well.

The school is aware of its legal obligations (see section F), including the Equalities Act 2010. We are aware of our role within the local community supporting parents/carers and working with other agencies outside the school where appropriate.

Aims

At St Sebastian's we are committed to providing a safe, caring and inclusive environment where everyone is treated with dignity and respect. Bullying in any form is unacceptable and will not be tolerated. This policy sets out how we prevent, respond to and monitor incidents of bullying.

The aims of our anti-bullying policy are as follows:

- To fulfil our statutory responsibility to respect the rights of children and to safeguard and promote their welfare by being proactive in preventing bullying;
- To create an ethos in which attending our school is a positive experience where all members of our community feel safe;
- To constantly promote the school's Christian values of Love, Respect, Aspiration and Courage;
- To make it clear that all forms of bullying are unacceptable at our school;
- To encourage pupils to report incidents of bullying, including cyber bullying;
- To ensure all members of staff deal with every incident of bullying as quickly and as effectively as possible, taking into consideration the needs of all parties and of our community, and, as a result, to reduce the incidents of bullying;
- To support and protect children who have been on the receiving end of bullying and ensure they are listened to;
- To help and support children/young people displaying bullying to change their attitudes and understand why it needs to change;
- To liaise with parents and other appropriate members of our community.

Definition

Bullying is behaviour that is intended to hurt another person, is repeated over time and involves an imbalance of power.

This policy refers to all forms of bullying - this includes bullying relating to race, religion and culture, homophobic, bi-phobic and trans-phobic bullying, bullying related to special educational needs and disabilities, sexist and sexual bullying, and the use of cyber technology to bully.

Bullying will not be accepted or condoned at Saint Sebastian's C of E Primary School and Nursery. All staff will be proactive in the prevention of bullying and all forms of bullying will be addressed.

Bullying may be physical, verbal, emotional, relational, discriminatory or online (cyberbullying). Examples include repeated name-calling, exclusion, intimidation, spreading rumours, damaging property or unwanted physical contact.

It is important to recognise that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if targeted (negative) behaviour is carried out several times/repeatedly on purpose. Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise, it is not classed as bullying; however, it is still important to recognise that this behaviour is upsetting and not acceptable. Such incidents will be dealt appropriately by class teachers in line with our behaviour policy.

Safeguarding

When there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm' a bullying incident should be addressed as a child protection concern under the Children Act 1989. Where this is the case, the school staff will discuss this with the school's designated safeguarding lead. The DSL will then report their concerns to their local authority children's social care and work with them to take appropriate action.

It is also important to consider the motivations behind why a child displays bullying and whether it reveals any concerns for the safety of the that child (the perpetrator). Where this is the case the child engaging in bullying may need support themselves including through the safeguarding team.

Prevention of Bullying

We believe that the most important part of our bullying strategy is to prevent it from happening in the first place. To do this we:

- Set a culture and ethos of good behaviour through consistent implementation of the behaviour policy;
- Ensure that adults proactively deal with issues between children before it escalates;
- Ensure all parents know their roles within this policy;
- Regularly review and update approaches;
- Ensure that sanctions are proportional to the seriousness of the bullying;
- Have open discussions about issues that may motivate bullying in lessons;
- Use anti-bullying organisations to raise awareness;
- Ensure staff have strong training around managing bullying;
- Ensure processes are in place to stop bullying as soon as it arises;
- Create an inclusive environment where success is celebrated.

Education to help prevent Bullying

- **Assembly** Our British and School Values Assembly themes raise awareness of bullying
- **PSHE scheme** – Jigsaw PSHE scheme has set units of work around bullying, how it impacts others and how it can be dealt with
- **Anti-bullying week/Buddy Week** – Each year the school engages with anti-bullying week.

- **Playground Buddies** – Year 5 and 6 pupils complete training to support children with issues at playtimes and are clearly visible by wearing purple sashes

First Responses to Bullying

When dealing with incidents of bullying, staff must be careful in the language that is used as it can be very emotive and can 'label' children, suggesting permanence. Instead of 'victim' say person (child) who is being bullied. Instead of using the term *bully*, refer to *the child who has bullied others* or *the child displaying bullying*. This focuses on the behaviour rather than labelling the child.

Advice for staff

- Remain calm - you are in charge;
- Take the incident or report seriously
- Reassure the child/children who have been on the receiving end of bullying
- Find out as much as you can relating to the incident
- Act as quickly as possible
- Think hard about whether action needs to be private or public • should other adults be informed?
- Offer concrete help and advice to the child/children who have been on the receiving end of bullying
- Make it plain to the child displaying the bullying that you disapprove
- Encourage the child who has bullied others to understand the impact of their actions on others
- Ensure appropriate consequences are applied in line with the Behaviour Policy.
- Clearly explain the punishment and why

When an incident occurs, all staff will:

- Record all allegations, concerns, investigations and confirmed incidents of bullying directly on CPOMS as soon as possible.
- Ensure all actions taken, outcomes, parental communication and follow-up monitoring are recorded on CPOMS.
- Continue to monitor the children involved to ensure the behaviour has stopped and that appropriate support is in place.
- Consider any further preventative measures required to reduce the likelihood of recurrence.
- Apply sanctions and support in line with the school's Behaviour Policy.

The Role of Governors

The Governing Body is responsible for ensuring that the school has an effective anti-bullying policy and that it is implemented consistently. Governors monitor bullying trends and the effectiveness of the school's response through reports from the Head of School. They hold leaders to account for ensuring that the school remains a safe, inclusive environment where bullying is not tolerated.

The Role of the Head of School

The Head of School is responsible for implementing this policy and ensuring that all staff understand their responsibilities in preventing and responding to bullying. The Head of School ensures that appropriate training is provided, that incidents are recorded and monitored through CPOMS, and that appropriate action is taken to support all children involved. The Head of School reports bullying trends to governors and promotes a positive school culture where kindness, respect and inclusion are valued.

The Role of Staff (Teachers, Teaching Assistants, Lunchtime staff and admin)

All staff have a responsibility to promote a positive and respectful school environment and to challenge bullying whenever it occurs. Any concerns or incidents must be investigated promptly, recorded on CPOMS and followed up in line with the school's Behaviour Policy. Staff will support all children involved, work in partnership with parents where appropriate and take steps to prevent further incidents through ongoing monitoring and restorative approaches.

The Role of Parents

Parents who are concerned that their child might be experiencing bullying, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school. Advice/ Information for parents (See appendix 1)

Vulnerable Pupils including SEND

The school will support all children who are experiencing bullying. School is aware that some children are more susceptible to being on the receiving end of bullying and some children will need more support than others when dealing with the impact of bullying. Children with SEND can find it more difficult to communicate incidents so staff are alert to this. The staff ensure they know their children and have strategies in place for all children to communicate with adults.

Bullying which occurs outside the school premises

If bullying has occurred outside of the school premises and is reported to school staff, it will be investigated and acted upon as described above. If it is appropriate the Head of School will inform any relevant outside agencies or the police. Sanctions implemented to pupils for bullying will be in line with the school's behaviour policy

Monitoring

Senior leaders review CPOMS records regularly to identify trends, evaluate the effectiveness of actions taken and determine any additional support or staff training required. Bullying data is reported to governors and the Trust each term.

Any Other Key Information

This policy is to be used in conjunction with:

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

Review

To be produced by the Head of School and reviewed by the Governing Body on a two-yearly cycle.

Appendix 1 – Information for parents

Bullying Information for Parents

Whenever a bullying incident is discovered, we will go through several steps. The exact nature of each step will be adapted to suit the nature and severity of the incident, and the response of those involved.

Before progressing, it may be useful for parents/carers to consider the following:

- Has the incident with the same person or people occurred several times within a reasonably short period of time?
- Is it a disagreement or the result of play which has got out of hand?
- Is it a 'falling out of friends' matter?
- Are you sure your child has not had at least partial responsibility for the incident?
- Can you recognise a pattern to the incidents?
- Have you noticed any change in your child's behaviour?

Although incidents may not be considered bullying, any concerns will always be followed up thoroughly in the school and dealt with appropriately. When a bullying incident has come to the attention Saint Sebastian's CofE Primary School and Nursery, it will always be taken seriously, investigated, and actioned. However, we cannot report back to the parent/carer of any child except their own.

Saint Sebastian's CofE Primary School and Nursery staff will:

- Talk the incident through with all parties involved;
- Record the concern, investigation, actions taken and outcomes on the school's secure recording system (CPOMS).;
- Support the person who has been bullied to express their feelings;
- Support the person displaying the bullying to express their feelings and identify strategies for modifying behaviour;
- Discuss which rule(s) have been broken;
- Discuss strategies for making amends;
- Consider the involvement of outside agencies where necessary;
- Ensure all staff are aware of the incident and are actively monitor the situation at break time, lunch time and lesson times.

Actions will be in line with our Behaviour Policy, and may include:

- Withdrawal of a privilege for a limited period of time;
- Missing part or all of break and lunch times;
- Internal exclusion (working in isolation and staying in at break and lunch times) as a consequence to more serious incidents;
- Exclusion (fixed term or permanent) in extremely serious circumstances.