

**Diocese of Nottingham**  
**...working in partnership with**  
**The Our Lady of Lourdes Catholic Trust**

**St Philip Neri with St Bede Catholic Voluntary Academy**  
**Policy Document**



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**Anti-Bullying**

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<b>Written by:</b>	<b>Approved by:</b>	<b>Approval Date:</b>	<b>Review Date:</b>
D. Steele	LGB	September 2022	September 2025

*This Policy should be read in conjunction with the school's Child Protection and Safeguarding Policy, Behaviour Policy, Special Educational Needs, and Equal Opportunities Policy.*

## **Introduction**

Bullying affects everyone, not just the bullies and the victims. It also affects those other children who watch, and less aggressive pupils can be drawn in by group pressure. Bullying is not an inevitable part of school life or a necessary part of growing up, and it rarely sorts itself out. It is clear that certain jokes, insults, intimidating/threatening behaviour, written abuse and violence are to be found in our society. No one person or group, whether staff or pupil, should have to accept this type of behaviour. Only when all issues of bullying are addressed, will a child best be able to benefit from the opportunities at the school.

- We do not tolerate bullying of any kind at St. Philip Neri with St. Bede Catholic Voluntary Academy;
- Any incident of apparent bullying will always be investigated;
- Bullying is something that happens more than once to the same person. Something that happens once may be mean and hurtful but it is not necessarily bullying.

## **Why is an Anti-Bullying Policy necessary?**

The school believes that its pupils have the right to learn in a supportive, caring and safe environment without the fear of being bullied. All institutions, both large and small, contain some numbers of pupils with the potential for bullying behaviour. If a school is well disciplined and organised, it can minimise the occurrence of bullying. The school also has a clear policy on the promotion of good citizenship, where it is made clear that bullying is a form of antisocial behaviour. It is WRONG and will not be tolerated. It is important therefore that the school has a clear written policy to promote this belief, where both pupils and parents/guardians are fully aware that any bullying complaints will be dealt with firmly, fairly and promptly.

## **What is Bullying?**

Bullying can occur through several types of anti-social behaviour. It can be:-

- a) PHYSICAL - A child can be physically punched, kicked, hit, spat at, etc.
- b) VERBAL - Verbal abuse can take the form of name calling. It may be directed towards gender, ethnic origin, physical/social disability, or personality.
- c) EXCLUSION - A child can be bullied simply by being excluded from discussions/activities, with those they believe to be their friends.
- d) DAMAGE TO PROPERTY OR THEFT - Pupils may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hands over property to them.

### **What can you do if you are being bullied?**

Remember that your silence is the bully's greatest weapon.

- a) Tell yourself that you do not deserve to be bullied and that it is WRONG.
- b) Be proud of who you are. It is good to be an individual.
- c) Try not to show that you are upset. It is hard, but a bully thrives on someone's fear.
- d) Stay with a group of friends/people. There is safety in numbers.
- e) Be assertive - shout "No!" Walk confidently away. Go straight to a teacher or member of staff.
- f) Avoid fighting back – even though this may be how you feel you should respond. Fighting back may make things worse. Talk to a teacher or parent/guardian first if you feel like fighting back.
- g) Generally, it is best to tell an adult you trust straight away. You will get immediate support. Teachers will take you seriously and will deal with bullies in a way which will end the bullying and will not make things worse for you.

### **What can you do if you know someone else is being bullied?**

If you know someone is being bullied:

- a) TAKE ACTION! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- b) If you feel you cannot get involved, tell an adult IMMEDIATELY. Teachers have ways of dealing with the bully without getting you into trouble.
- c) Do not be, or pretend to be, friends with a bully.

### **As a Parent...**

- a) Look for unusual behaviour in your child. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard.
- b) Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunchtime was spent, etc.
- c) If you feel your child may be a victim of bullying behaviour, inform the school IMMEDIATELY. We assure you that you will be taken seriously and appropriate action will follow.
- d) It is important that you advise your child not to fight back. It can make matters worse.
- e) Tell your son or daughter there is nothing wrong with him or her. It is not his or her fault that they are being bullied.
- f) Make sure your child is fully aware of the school policy concerning bullying and that they must not be afraid to ask for help.

### **As a school...**

- a) Organise the community in order to minimise opportunities for bullying, e.g. provide increased supervision at problem times.
- b) Use any opportunity to discuss aspects of bullying, and the appropriate way to behave towards each other, e.g. "Come and See" - our Religious Education Programme; through our Relationships, Health and Sex Education (RSHE) Programme; whole-school assemblies; key-stage assemblies; and class assemblies.
- c) Deal quickly, firmly and fairly with any complaints involving parents where necessary.
- d) Review the School Policy and its degree of success.

- e) The school staff will continue to have a firm but fair discipline structure. The rules should be few, simple and easy to understand.
- f) Not use teaching materials or equipment which give a bad or negative view of any group because of their ethnic origin, sex, etc.
- g) Encourage pupils to discuss how they get on with other people and to form positive attitudes towards other people. This includes a review of what friendship really is.
- h) Encourage pupils to treat everyone with respect.
- i) We will treat bullying as a serious offence and take every possible action to eradicate it from our school.

### **What action is taken when bullying is suspected?**

If bullying is suspected, we talk to the suspected victim, the suspected bully and any witnesses. If any degree of bullying is identified, the following action will be taken:

Help, support and counselling will be given as appropriate to both the victim and the bullies.

We support the victim in the following ways:

- by offering them an immediate opportunity to talk about the experience with their class teacher, or another teacher if they choose;
- informing the victim's parents/guardians;
- by offering continuing support when they feel they need it;
- arrange for them to be escorted to and from the school premises if deemed appropriate;
- by taking one or more of the seven disciplinary steps described below to prevent more bullying.

We also discipline, yet try to help the bully in the following ways:

- by talking about what happened to discover why they became involved;
- informing the bully's parents/guardians;
- by continuing to work with the bully in order to get rid of prejudiced attitudes as far as possible;
- by taking one or more of the seven disciplinary steps described below to prevent more bullying.

### **Disciplinary Steps**

1. The bully will be warned officially to stop offending and action will be taken through the school's Behaviour Policy.
2. The bully's parents/guardians will be informed.
3. They may be excluded from the school premises at break and/or lunchtimes.
4. We may arrange for them to be escorted to and from the school premises.
5. If they do not stop bullying, they will be excluded for a minor fixed period (one or two days).
6. If they then carry on they will be recommended for exclusion for a major fixed period (up to five days) or an indefinite period.
7. If they do not end such behaviour, they will be recommended for permanent exclusion.

*THIS POLICY IS FOR ALL PUPILS, REGARDLESS OF RACE OR GENDER, ABILITY OR DISABILITY. HOWEVER, IT MAY BE REQUIRED OR NECESSARY FOR ELEMENTS OF THIS POLICY TO BE ADAPTED FOR CHILDREN WITH SEND.*