

St Albert's Catholic Primary School **Anti-Bullying Policy**



We are a **Telling** School.

'See Something Say, Something About It' so that school is a safe and respectful environment for all.

November 2025

Rationale

At St Albert's Catholic Primary School, we are committed to safeguarding and promoting the welfare of all children, in line with Keeping Children Safe in Education (2025). We uphold every child's right to learn, play and grow in a safe, inclusive and respectful environment, free from all forms of bullying, harassment and discrimination.

We actively promote inclusion, equality and justice. Every child is valued, supported and empowered to thrive, regardless of background, identity or need. Bullying undermines these principles and has no place in our school community.

As a School of Sanctuary, we go further: we welcome everyone, including those seeking refuge, safety or belonging. Our ethos of "*All are welcome*" is reflected in our curriculum, assemblies, pupil voice activities and inclusive policies.

St Albert's recognise that bullying can cause significant harm to a child's wellbeing, development and education. It can happen to anyone, in any setting—including online—and may be motivated by actual or perceived differences. We take all incidents seriously and respond with compassion, consistency and care.

As a Telling School, we foster a culture where children feel safe to speak up. Our 'See Something, Say Something' approach empowers pupils, staff and families to work together to prevent and address bullying. We believe that by challenging bullying effectively, we create a school that truly cares.

All children and young people have the right to be protected from physical, emotional and mental violence; a right enshrined in the United Nations Convention on the Rights of the Child. Children also have the right to learn, live, travel and play in a safe environment where they can thrive and achieve their full potential.

This policy should be read alongside our Behaviour Policy, Safeguarding Policy and Equality Objectives.

What is bullying?

At St Albert's Catholic Primary School, we define bullying as:

Bullying is when an individual or group ***deliberately*** hurts another person or makes them feel unsafe, excluded or unhappy. It can happen in person or online, and may be motivated by actual or perceived differences.

Bullying is never acceptable. It undermines our values of inclusion, equality and justice, and prevents children from fully participating in school life—academically, socially and emotionally.

Bullying may be:

- ❖ *Racist, sexist, homophobic, transphobic, or Disability-related prejudice*
- ❖ Based on appearance, religion, age, gender identity, special educational need or any other difference
- ❖ Motivated by actual or perceived vulnerabilities, including mental health, family circumstances, or socio-economic background

We recognise our duty under the Equality Act 2010 to protect pupils from discrimination, harassment and victimisation related to the nine protected characteristics.

Protected Characteristics

At St Albert's Catholic Primary School, we are committed to promoting equality, celebrating diversity and protecting all members of our school community from discrimination, harassment and victimisation.

Under the Equality Act 2010, there are nine protected characteristics. These are aspects of a person's identity that are protected by law:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race (including colour, nationality, ethnic or national origin)
7. Religion or belief (including lack of belief)
8. Sex
9. Sexual orientation

Bullying or discrimination based on any of these characteristics is unlawful and will not be tolerated at St Albert's. We teach children to respect difference, challenge prejudice and stand up for others—whether in the classroom, online or in the wider community.

Types of Bullying

Bullying is a blight on the lives of our children which inhibits full participation in education and learning, cultural, social and leisure activities. Whatever the reason, bullying is never acceptable and will not be tolerated in St Albert's Primary School.

- ❖ Emotional - being unfriendly, excluding, tormenting, threatening behaviour
- ❖ Verbal - name calling, sarcasm, spreading rumours, teasing, use of derogatory language

- ❖ Physical - pushing, kicking, hitting, punching or any use of violence
- ❖ Extortion - demanding money/goods with threats
- ❖ Online – use of social media, messaging and calls. Misuse of associated technology e.g. photos and videos.
- ❖ Racist - racial taunts, graffiti, gestures
- ❖ Sexual - unwanted physical contact, sexually abusive comments
- ❖ Homophobic or bi-phobic - bullying because of sexuality or perceived sexuality
- ❖ Transphobic – because of gender identity or perceived gender identity

Bullying is not:

It is important to distinguish bullying from other types of conflict or unkind behaviour. At St Albert's, we recognise that:

- ❖ Children may occasionally fall out, argue or say something hurtful in the heat of the moment.
- ❖ These behaviours, while concerning, are not bullying unless they are deliberate, repeated, and involve a power imbalance.
- ❖ Learning to manage disagreements and repair relationships is a normal part of child development.

We address all incidents of unkindness or relational conflict with care and support, but we only classify behaviour as bullying when it meets the criteria outlined in the above section.

We recognise that:

At St Albert's Catholic Primary School, we recognise the serious and lasting impact bullying can have on children and young people. Our approach is informed by statutory guidance (Keeping Children Safe in Education 2025) and rooted in our commitment to inclusion, equality and justice.

We acknowledge that:

- ❖ Bullying causes real distress and can affect a child's physical health, emotional wellbeing and educational development.
- ❖ In some cases, bullying can cause significant harm, requiring safeguarding intervention.
- ❖ All children and young people—regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation—have the right to equal protection from all forms of harm and abuse (Equality Act 2010).
- ❖ Bullying may be motivated by actual or perceived differences, including protected characteristics or personal vulnerabilities.
- ❖ It may include negative comments, gestures or actions directed at someone due to a specific need, identity or circumstance.
- ❖ Everyone in our school community—staff, pupils, parents and governors—has a role to play in preventing bullying and promoting respectful relationships.
- ❖ Bullying may occur anywhere on school premises, including classrooms, corridors, toilets, dining areas and playgrounds.

- ❖ It can also happen outside of school, such as on the journey to and from school, during trips and visits, or through online platforms and digital communication.
- ❖ The Headteacher is legally empowered to address bullying that occurs beyond the school site, including cyberbullying, in accordance with this policy and relevant legislation.

Aims:

The aim of this policy is to prevent and respond effectively to all forms of bullying, ensuring that every member of the school community feels safe, valued and respected.

At St Albert's Catholic Primary School, we are committed to working together to create a happy, caring and stimulating environment where:

- ❖ Bullying is clearly understood to be unacceptable
- ❖ All children and adults feel safe, supported and included
- ❖ Positive relationships are modelled, taught and celebrated
- ❖ Everyone is empowered to speak up and take action

We continually reinforce the importance of our school rule: **Be Kind – “Treat others as you want to be treated.”**

Through the consistent implementation of this policy, we aim to:

- ❖ Promote a whole-school culture of kindness, respect and inclusion
- ❖ Prevent bullying through education, vigilance and early intervention
- ❖ Ensure that all incidents of bullying are taken seriously and addressed promptly
- ❖ Support both victims and perpetrators with compassion and accountability
- ❖ Encourage all members of the school community—pupils, staff, parents and governors—to recognise bullying and respond in line with this policy

Our Shared Vision

At St Albert's Catholic Primary School, we are committed to building a school community where everyone feels safe, valued and heard. Our anti-bullying approach is rooted in our mission to love, learn and serve together.

Within our school, we want:

- ❖ All children to feel safe to learn, play and enjoy the company of others
- ❖ All children and adults to be treated fairly, with respect and dignity
- ❖ All staff to feel happy, supported and safe in the workplace
- ❖ Everyone to be listened to with care, and for all concerns to be taken seriously

We believe that a culture of kindness, openness and mutual respect is essential to preventing bullying and promoting wellbeing for all.

What will we do to prevent bullying?

We take a whole-school approach to preventing bullying and promoting a culture of kindness, inclusion and respect. Our strategies include:

- ❖ Curriculum Integration: PSHE, RSE, RE and assemblies explicitly teach empathy, respect and resilience.
- ❖ Focus Weeks: Annual Anti-Bullying Week, Diversity Week, School of Sanctuary focus week and themed events raise awareness and celebrate difference.
- ❖ Pupil Voice: School Council and pupil surveys help us understand and respond to pupil experiences.
- ❖ Staff Training: All staff receive regular training on recognising and responding to bullying, including online abuse.
- ❖ Positive Behaviour Culture: Praise, rewards and restorative practices reinforce respectful behaviour.
- ❖ Multi-Agency Collaboration: We work with external partners (e.g. social care, police, CAMHS) to support vulnerable pupils.

We are proactive in identifying patterns, addressing emerging concerns and ensuring all pupils feel safe and supported alongside adhering to our behaviour policy, which outlines the expected conduct for all individuals involved in our organisation, whether in face-to-face interactions or online, and both within and outside of our activities.

Signs and Symptoms of bullying

Children may not always disclose that they are being bullied, but they often show changes in behaviour, mood or wellbeing that suggest something is wrong. At St Albert's Catholic Primary School, we expect all adults—staff, parents and carers—to remain vigilant and investigate further if they notice any of the following signs:

A child may:

- ❖ Be frightened of walking to or from school
- ❖ Begin truanting or avoiding school
- ❖ Become withdrawn, anxious or lacking in confidence
- ❖ Complain of feeling unwell in the morning
- ❖ Show a decline in school performance or engagement

- ❖ Have possessions go missing or become damaged
- ❖ Ask for money or begin stealing (possibly to pay a bully)
- ❖ Be reluctant or afraid to say what's wrong

All concerns should be recorded and responded to in line with our safeguarding and behaviour procedures.

Guidelines

For Staff

Staff should:

- ❖ Be alert to signs of bullying, including online or cyberbullying
- ❖ Investigate all reports or threats of bullying promptly and thoroughly
- ❖ Respond to incidents firmly, sensitively and in line with this policy
- ❖ Reinforce that we are a Telling School—children should feel safe to speak up
- ❖ Never promise confidentiality; always explain that concerns will be shared appropriately
- ❖ Inform the Learning Mentor of any incident on the day it is reported and ensure this is logged on CPOMs with a detailed record of information.
- ❖ In urgent cases, inform the Headteacher or Deputy Headteacher immediately
- ❖ Embed anti-bullying messages through PSHCE, assemblies, Information Station sessions and school focus weeks

For Children

At St Albert's, we want every child to feel safe, supported and empowered to speak out. Pupils should:

- ❖ Never tolerate bullying—towards yourself or others
- ❖ Know that it is not your fault
- ❖ Understand that help is always available
- ❖ Report bullying to a trusted adult—we are a Telling School
- ❖ Report all incidents of cyberbullying immediately
- ❖ Take part in anti-bullying initiatives, such as the School Council
- ❖ Engage fully in lessons and activities that help you understand bullying and how to respond
- ❖ Speak to the Learning Mentor for help, advice or support
- ❖ Talk to your parent, carer or someone you trust

For Parents – reporting incidents of bullying including cyber bullying

Reporting Incidents of Bullying (including Cyberbullying)

Parents and carers play a key role in supporting children and working with the school to address bullying.

You should:

- ❖ Talk calmly to your child and listen carefully
- ❖ Make a note of what is said:
- ❖ Who was involved?
- ❖ Where and when did it happen?
- ❖ What happened?
- ❖ Who else was present?
- ❖ How often has it occurred?
- ❖ Reassure your child that telling was the right thing to do
- ❖ Explain that any further incidents should be reported to a Teacher
- ❖ Contact school to arrange a meeting with the Class Teacher or Learning Mentor
- ❖ Stay calm when speaking to staff—this may be the first time they are hearing about the issue
- ❖ Be specific and use your notes if needed
- ❖ Record the school's intended actions
- ❖ Ask for support strategies to use at home
- ❖ Keep in touch with school—share both improvements and ongoing concerns
- ❖ Feel confident that staff will respond fairly and appropriately

If you believe your concerns are not being taken seriously:

- ❖ Check the Anti-Bullying Policy—is it being followed?
- ❖ Discuss your concerns with the Headteacher
- ❖ If unresolved, write to the Chair of Governors c/o St Albert's School
- ❖ If still dissatisfied, contact the Director of Children's Services, Knowsley Local Authority

What can you do if you are being bullied

At St Albert's Catholic Primary School, we want every child to feel confident in reporting bullying—wherever and whenever it happens—and to receive the help they need to feel safe again.

If someone is bullying you, it is important to remember:

- ❖ **It is not your fault**
- ❖ **You are not alone**
- ❖ **There are people who can help you**

Tell someone you trust. This could be:

- ❖ Your Class Teacher
- ❖ The Learning Mentor
- ❖ A School Council representative
- ❖ Any other trusted adult in school

When you report bullying, try to share as many facts as you can:

- ❖ Who was involved?
- ❖ Where did it happen?
- ❖ What happened?
- ❖ Why do you think it happened?
- ❖ When did it happen?
- ❖ How did it make you feel?

We are a **Telling School**. Speaking up helps us keep everyone safe and ensures that bullying is dealt with quickly and fairly.

What to Do If You Witness Bullying

The Role of the Bystander

At St Albert's Catholic Primary School, we believe that everyone has a role to play in preventing bullying—including those who witness it. Ignoring bullying is unfair to the victim and allows the behaviour to continue. Staying silent can make the situation worse.

Although it can sometimes feel difficult, bystanders are encouraged to take action and help create a safe, respectful school environment.

Strategies in school for the prevention and reduction of bullying

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing opportunities for bullying to occur. These include:

- ❖ Each class agreeing on their own set of class rules.
- ❖ Making national anti-bullying week a high profile event each year.
- ❖ Raising awareness through assemblies, work in PSHE/SEAL lessons and circle time discussions.
- ❖ Setting up circle of friends support network to support individuals experiencing difficulties.

- ❖ Using drama and role-play activities to help children be more assertive and teach them strategies to help them deal with bullying situations.
- ❖ Introducing playground improvements and initiatives, e.g.OPAL.
- ❖ Use of Play Leader (or similar) during lunchtime.
- ❖ Using praise and rewards to reinforce good behaviour.
- ❖ Involving parents and the wider community.
- ❖ Multi agency work – working with social services, police etc.

In addition, staff need to feel safe in order to help make the children feel safe. Staff are aware of procedures to follow in such an instance or they can contact their union for advice and support.

Procedures for reporting and dealing with bullying incidents

At St Albert's Primary School all staff will respond calmly and consistently to all allegations and incidents of bullying. They will be taken seriously and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all those involved whilst allegations and incidents are investigated and resolved.

All incidents of bullying are recorded promptly and securely using CPOMS, our safeguarding and behaviour monitoring system. This ensures that concerns are logged consistently, enabling staff to track patterns, identify vulnerable pupils and coordinate timely interventions. Each report includes key details such as the nature of the incident, individuals involved, and actions taken. To ensure strategic oversight and accountability, bullying data is reviewed by the Learning Mentor on a half-termly basis. The data from this is evaluated to monitor the effectiveness of interventions and support the school's commitment to a safe, inclusive learning environment.

Reports can be made to any member of staff and they will ensure that the most suitable person investigates the matter. The following step by step procedures will be followed

Make sure the victim, bystander and bully feel safe and are in a safe place.

1. Ask those reporting bullying to briefly describe what happened/is happening.
2. Listen and speak to all children/young people involved about the incident separately.
3. Assess the information to consider whether the report is a bullying incident. In cases of serious bullying incidents the SLT will be informed.
4. Provide appropriate advice and support to help victims. Refer to a Thrive Licensed Practitioner for support to process the experience and to develop self-esteem and trust in others.

5. Reinforce to perpetrators that their behaviour is unacceptable and provide them with support to understand and change their behaviour. Issue developmentally appropriate sanctions in line with our behaviour policy. Refer to a Thrive Licensed Practitioner for support to address bullying behaviours.
6. If possible, reconcile victims and perpetrators using restorative practices.
7. Discuss the incident and outcomes with classroom staff, SLT, Thrive Licensed Practitioners and Learning Mentors.
8. All incidents of bullying will be recorded and monitored through the use of CPOMS and Half-Termly reports.
9. Share outcomes with the parents of all pupils involved. Where appropriate, meet individually with the parents of all pupils involved to discuss the allegation, investigation and outcome.
10. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place. This may include discussion with pupils, staff and parents.
11. If necessary and appropriate, consult in-school safeguarding officers, Social Services or the Police. Where appropriate, outside agencies such as Child Guidance UK or CAHMS may be involved.

If possible, the pupils will be reconciled.

- ❖ An attempt will be made, and support given, to help the bully (bullies) understand and change his/her/their behaviour.
- ❖ **In cases where children's bullying issues cannot be reconciled**, the incidents will be recorded by staff and on the Incident Report Form. All reports will be kept in a file in the Learning Mentor's Anti-Bullying files.

The following sanctions may be used:

- ❖ Apologies made to the victim(s) verbally or in writing
- ❖ Withdrawal of privileges such as playtimes and lunchtimes (stay with staff member and complete tasks as set by class teacher), loss of Golden time or after school clubs.
- ❖ Parents will be invited in to school
- ❖ Use of a behaviour plan/ target card
- ❖ Removal from class to work in another part of the school building, sometimes in isolation.
- ❖ Report to the Headteacher or Deputy Headteacher
- ❖ Be withdrawn from participation in school visits, clubs and events not essential to the curriculum.

- ❖ In extreme cases, a fixed term or permanent exclusion may be considered if all other approaches have been unsuccessful

Intervention Techniques

Issues around bullying are addressed both explicitly and discreetly through whole school initiatives and proactive teaching strategies. They will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur.

Within the PSHCE programme we will on:-

- ❖ Raising self-esteem.
- ❖ Peer influences.
- ❖ Assertiveness.
- ❖ Relationships.
- ❖ Responsibility and respect for all.

Issues around bullying will also be addressed through:-

- ❖ Focus Weeks i.e Anti- bullying week, diversity or equality weeks
- ❖ The Religious Education curriculum
- ❖ Information Station
- ❖ Visitors to school
- ❖ Workshops (children and parents)
- ❖ Advice via the website
- ❖ School assemblies / Theatre Groups / Drama
- ❖ Displays
- ❖ Staff training including support from Healthy Schools Team
- ❖ Annual surveys – Parent Questionnaire and Pupil Questionnaire.
- ❖ Circle Time.
- ❖ School of Sanctuary focus weeks

Race Equality/Inclusion Statement

The policies, system and practices at St Albert's Primary School set out to promote diversity and inclusion and provide a high quality educational experience for all children.

At St Albert's Primary School, we do not tolerate any form of racism, bullying or harassment. We recognise that it is the responsibility of the entire school community to seek to provide equality for all our children regardless of culture, language, religion, ethnicity, ability, disability, gender, sexuality or social circumstance.

We recognise that bullying is closely related to how we respect and recognise the value of diversity. We will be proactive about seeking opportunities to learn about and celebrate differences, increasing diversity within our staff, volunteers, children and young people and welcoming new members to our organisation.

If necessary, we plan positive action to identify and support pupils from particularly vulnerable groups. We work with all relevant staff members and provide additional support where necessary. This might include extra supervision at break times, setting up a circle of friends support network, use of the curriculum to develop an understanding of differences, or access to structured interventions to reduce vulnerability.

Monitoring and evaluation of the policy

To ensure the policy is effective, it will be regularly monitored and evaluated. The Curriculum Committee of the governing body monitors the impact of all policies. This committee report its findings to the full governing body and it will be amended as necessary. We aim to monitor the policy through CPOMS, the annual questionnaire and work done during Anti-Bullying week

Help Organisations

❖ Advisory Centre for Education (ACE)	020 7697 1140
❖ Children's Legal Centre	0207520 0300
❖ KIDSCAPE (Parent Helpline, Mon-Fri 10-4pm)	0300 102 4481
❖ Parentline Plus	08088 002222
❖ Childline	0800 1111 (Freephone)
❖ Youth Access	020 8772 9900
❖ www.thinkuknow.co.uk	

Review of Policy:

This policy will be reviewed November 2026

Signed:Date

Designation: