

# St Joseph's Catholic Primary School Exmouth



## Anti-bullying Policy December 2025

**Version Date:** December 2025

**Next review date:** December 2026

## INTRODUCTION

At St Joseph's Catholic Primary, we take a zero tolerance approach to all forms of bullying.

This policy sets our school's approach to preventing and managing all forms of bullying behaviour. This policy is based on DfE guidance "Preventing and Tackling Bullying" and supporting documents. It also takes into account the DfE statutory guidance "Keeping Children Safe in Education".

Staff understand that on occasion, it can be possible for pupils to be bullied within any school setting. We recognise the urgency of staff response in prioritising action, raising awareness to any cases of bullying and preventing bullying of any kind, to ensure the health and safety and wellbeing for all our pupils.

In line with the Education Equality Act 2020, it is essential that our school:

- Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Promotes equality of opportunity between people who share a protected characteristic and people who do not;
- Fosters good relations between people who share a people who do not share it.

At St Joseph's Catholic Primary, we are committed to safeguarding and promoting the welfare of pupils and young people and expect all of our staff and volunteers to share this commitment.

Under the Children Act 1989, a bullying incident should be addressed as a child protection concern when there is "reasonable cause to suspect that a pupil is suffering, or is likely to suffer significant harm. Where this is the case, the school staff should report their concerns and seek advice from the Devon Local Authority Safeguarding team.

This policy is linked to our Behaviour policy and our Safeguarding policy, our school Code of Conduct and the schools Vision and Values.

It is the responsibility of the Governing Body and the Headteacher to ensure that all members of the school community work within a safe and enabling environment.

## AIMS

We are committed to promoting and developing a school ethos where bullying is regarded as unacceptable, to ensure a safe and secure school environment for all pupils.

### Bullying Definition

We define Bullying as:

***"Behaviour by an individual or group which is repeated over time that intentionally aims to hurt another individual or group either physically or emotionally."***

## BULLYING BEHAVIOURS

We recognise that bullying can be demonstrated in a variety of different ways:

- ❖ **Physical bullying** (to include physical hurting, giving unkind looks or leaving others out of games/play deliberately)
- ❖ **Verbal Bullying** (name calling, being mean deliberately either directly or indirectly with the intention of hurting the feelings of others through swearing, spreading rumours, threats, teasing.
- ❖ **Emotional Bullying:** refers to when people are being unfriendly, excluding, tormenting, ridicule and

humiliation.

- ❖ **Cyber Bullying:** As our children now have widespread access to technology, there is a new platform in which to “virtually bully” others. This can occur outside of school or inside and the dispute can often be brought from outside of school in to school. Cyber bullying can have an invisible wider audience and leak on to social media platforms through texting, emailing, posting on social media websites, You Tube etc.
- ❖ **Racist Bullying:** This can refer to a range of hurtful behaviour, physical, virtual or through cyber bullying where an individual or group are made to feel unwelcome, marginalised or excluded because of their colour, ethnicity, culture, faith or community, national origin or status.
- ❖ **Homophobic Bullying:** This occurs when bullying motivations are prejudice against Lesbian, Gay, Bisexual, Transgender or Queer (LGBT+) people.
- ❖ **Deliberate Damage:** to property, or theft: pupils may have their property damaged or stolen.

## VULNERABLE GROUPS

We recognise that some groups of children may be more vulnerable to bullying; including:

- Looked After Children
- Gypsy, Roma and Traveller Children
- Special Educational Needs & Disabilities (SEND) children
- Children from Ethnic Minorities
- Children entitled to Free School Meals (FSM)
- Children for whom English is an Additional Language (EAL)
- Children who are perceived to be Lesbian, Gay, Bisexual, Transgender or Queer (LGBT+) people.

## BULLYING PREVENTION

We encourage all of our school community to be proactive in the prevention of any unpleasant behaviour. Where unpleasant behaviour is seen or reported, it is dealt with immediately and the teacher informed so that an overall picture of everything surrounding a child is known.

Preventing and raising awareness to any bullying behaviours is essential in keeping incidents in our school to a minimum and also to ensure we act swiftly to investigate alleged incidences.

Through assemblies, and during PSHE and RSHE, we teach our pupils what bullying is, as well as incidents we would describe as bullying. We also cover the misconception that friendship disputes are not necessarily bullying, if they are one off arguments.

In Autumn 2022 we partnered with a company called ‘Bullies Out’ who carried out workshops and assemblies to all classes about being respectful of all. Our children are encouraged to be advocates for stamping out all forms of bullying, intolerance or prejudice within school and in their lives.

Each autumn term we raise awareness of anti-bullying week. We cover aspects of bullying, peer pressure, cyber bullying and child on child bullying. Parents are notified of all events and included wherever possible. An online safety newsletter is sent out to parents every month.

## **DEALING WITH INCIDENTS:**

- If bullying is suspected or reported, the incident will be investigated and dealt with immediately by the teacher or support assistants who are approached.
- If a racial element to the bullying is suspected the Headteacher will be informed immediately and will investigate the allegation as a matter of urgency.
- During an investigation, all the parties will be interviewed and a record of meetings will be made. Perpetrators and Victims will be treated with equal opportunity to be heard and a restorative approach will be taken. All parties must understand that the main outcome is for both parties to reflect and take responsibility for their actions and make strides to remedy an amicable and practical solution.
- All teaching staff and key support staff will be informed.
- The appropriate strategy and plan of action to combat the bullying will be decided upon by the Head teacher.
- The implementation of the strategy will be overseen or taken by the Headteacher or relevant senior leader.
- Parents of all parties will be kept fully informed.
- Any sanctions will be determined by the Headteacher and will be discussed with relevant parents or carers.
- All bullying incidences will be recorded on the school Safeguarding online platform (CPOMS).

## **SUPPORT FOR THE CHILD:**

- Children know who will listen and support them
- Staff know children well and if concerned about a child will create opportunities for children wishing to talk, (about bullying or any other issue that affects them).
- Potential barriers to talking (including those associated with a child's disability or impairment) are identified and addressed at the outset to enable children to approach adults for help.
- Children have access to Helpline numbers. Children have a visit from the NSPCC every other year.
- Anyone who reports an incident of bullying will be listened to carefully and be supported.
- Any reported incident of bullying will be investigated objectively and will involve listening carefully to all those involved.
- Children being bullied will be supported and assistance given to uphold their right to play, live and learn in a safe environment which allows their healthy development.
- Those who bully will be supported and encouraged to stop bullying.
- Victims will have a programme of support planned around their individual needs.
- Sanctions and support for those bullying others will be implemented.

## **SUPPORT FOR THE PARENT/GUARDIAN**

- Parents & Carers will be advised of the school's anti bullying policy, behaviour policy, ethos and practice by senior leader staff.
- Any incident of bullying will be fully discussed with the child's parent(s) and or carers.
- Parents will be consulted on the outcomes or actions to be taken (for both parties)
- Information and advice on coping with bullying will be made available
- Support will be offered to the parent(s) or carers including information on other agencies or support lines.

**Useful contacts:** NSPCC Helpline 0808 800 5000,

Childline 0800 500 / [www.childline.org.uk](http://www.childline.org.uk)

Kidscape [www.kidscapr.org.uk](http://www.kidscapr.org.uk)

Anti Bullying Alliance [www.antibullyingalliance.org](http://www.antibullyingalliance.org)

This policy should be read in conjunction with the:

- Safeguarding Policy
- Behaviour Policy