



St Alban's Catholic Primary School

Anti-Bullying Policy

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Next Review: September 2026



School Vision and Aims

Mission Statement

'In school, every day we learn, love and pray following in the footsteps of Jesus'.

Our school mission statement is a summary of the values underpinning everything we are aiming to achieve at St. Alban's Catholic Primary School. We try to make our mission statement a reality by striving to become:

"A Christian community that recognises the dignity and value of the individual, and in which all members are encouraged to develop their potential in terms of knowledge, understanding, spiritual, moral and cultural awareness."

Our Anti-bullying policy, like all other school policies, will stem from the Mission Statement. Behaviour is a key feature of school life about which there should be a clear, shared understanding between Headteacher, staff, governors, parents/carers and pupils.

Introduction

At St. Alban's Catholic Primary School we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable. If bullying does occur, all pupils should be able to tell someone and know that the incident will be dealt with promptly and effectively. We are a 'Telling' school. This means that anyone who knows that bullying is taking place is expected to tell a member of staff.

The United Nations Convention for the Rights of the Child (UNCRC) states that every Child and Young Person in Wales (0-25 yrs) has a basic entitlement to:

- Have a flying start in life
- Have a comprehensive range of education and learning opportunities
- Enjoy the best possible health and are free from abuse, victimisation and exploitation
- Have access to play, leisure, sporting and cultural activities;
- Are listened to, treated with respect, and have their race and cultural identity recognised
- Have a safe home and a community which supports physical and emotional wellbeing
- Are not disadvantaged by poverty.

Objectives of this policy

To ensure that:

- All governors, teaching and non-teaching staff, pupils and parents have an understanding of what bullying is.
- All governors, teaching and non-teaching staff know what the school policy is on bullying and follow this policy when bullying is reported.
- All pupils and parents know what the school policy is on bullying and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying is not tolerated.



Race Equality Statement

At St. Alban's Catholic Primary School we are committed to race equality, promoting positive approaches to difference and fostering respect for people of all cultural backgrounds. We are opposed to all forms of racial prejudice and discrimination. Language or behaviour that is racist or potentially damaging to any ethnic or racial group will not be tolerated and will be challenged. At St. Alban's Catholic Primary School we recognise that Wales and the U.K. have diverse societies made up of people from many different racial, cultural, religious and linguistic backgrounds. It is important that all pupils are prepared to live in such a diverse society.

What is bullying?

Whilst there is no legal definition of bullying, at St. Alban's Catholic Primary we define bullying as behaviour that is intended to deliberately hurt another person (including aggression) either physically or emotionally. Bullying occurs often over a period of time however we recognise that even a one off incident can leave a pupil traumatised and nervous of future recurrence. Stress is not only caused by what happened but by the fear of what might happen. Bullying is difficult for victims to defend themselves against. Individual pupils' perspectives on what constitutes bullying are also a key element to take into account.

Bullying may be related to race, gender, religion, culture, ALN/disability, appearance, home circumstances or sexual orientation.

Bullying can take many forms:

- Emotional (Being unfriendly, excluding, tormenting)
- Physical Pushing, kicking, hitting, punching or any use of violence
- Racist Racial taunts, gestures, graffiti
- Sexual Unwanted physical contact, sexually abusive comments
- Verbal Name calling, sarcasm, spreading rumours, teasing
- Homophobic (Because of or focussing on the issue of sexuality)
- Cyber bullying (Misuse of internet, such as email and internet chat)

Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. This is why we take seriously our responsibility to respond promptly and effectively to issues of bullying.

Universal Signs and Symptoms of Bullying

A child may indicate by signs or behaviour that he/she is being bullied. Adults should be aware of these possible signs and they should investigate if a child:-

- Is frightened of walking to or from school.
- Doesn't want to go on the school/public bus.
- Changes their usual routine.
- Is unwilling to go to school.
- Becomes withdrawn, anxious or lacking in confidence.
- Start stammering.
- Attempts or threatens suicide or runs away.
- Cries themselves to sleep at night or has nightmares.
- Feels ill in the morning.
- Begins to do poorly in school work.



- Comes home with clothes torn or books damaged.
- Has possessions go 'missing'.
- Has unexplained cuts or bruises.
- Comes home particularly hungry (money/lunch has been stolen).
- Becomes aggressive, disruptive or unreasonable.
- Is bullying other children or siblings.
- Stops eating.
- Is frightened to say what is wrong.
- Asks for money or starts stealing money (to pay bully).
- Gives improbable excuses for any of the above.

These signs and behaviours could indicate other issues, but bullying should be considered a possibility and should be investigated.

Action Taken at St. Alban's Catholic Primary School to Prevent/Reduce Bullying

- Adherence by all members of staff to the school Good Behaviour Policy
- The frequent reinforcement of the school's Mission that states:
"Every day in our school we Learn, Love and Pray following in the footsteps of Jesus"
- Staggered playtimes and an increase in staff presence on playground during break/lunchtimes. These staff not only deal with incidents of bullying as they arise, but also engage pupils in play activities so reducing the opportunity of bullying.
- Focus on reduction of rough play, which in itself can mask bullying.
- Create a caring environment, where concern for the individual is emphasised wherever possible.
- Staff to encourage the children to talk about bullying regularly as a class (e.g. circle times, R-Time)
- Ensure that teachers, parents, Governors and all staff are aware of the school policy on bullying and convey the consistent message that bullying will not be tolerated.
- Frequently reminding the children that they can tell any member of staff about bullying and ensuring that the children's complaints will be taken seriously.
- Ensure up to date Anti bullying posters and displays are placed around school.
- Anti-Bullying Week celebrated, assemblies
- PSE lessons
- Regular R-Time sessions to establish respectful relationships between children
- Involve outside agencies to enhance and enrich anti-bullying teaching e.g. Show Racism the Red Card, PC Workshops
- Workshops held for parents on anti-bullying and cyber-bullying

If you feel you are being bullied:

- Tell a friend
- Tell a teacher or adult who you feel you can trust
- Write your concern in the worry box
- Tell a parent or adult at home whom you feel you can trust
- Discuss it in your circle time
- Ring Childline



When the prevention strategies do not successfully stop bullying occurring and the school receives a complaint of bullying, the following process is followed:

- The complainant is informed of how and when the complaint will be investigated
- Bullies will be interviewed both separately and together
- The victim and anyone else who witnessed the incident will be interviewed
- Whatever the outcome of the investigation, all parties will be left in no doubt as to the effects of bullying and the school's policy
- In the event of a complaint being upheld the bully / bullies will be told to stop
- Parents of both bullies and victims will be informed verbally or in writing of the outcomes of the investigations and of any immediate sanctions or threatened sanctions should there be a recurrence
These range from withdrawal from playground to parents being requested to collect and supervise pupils on the journey from school to both fixed term and permanent exclusion.
- Victims will be given a guarantee that any repercussions will lead to the immediate imposition of the agreed sanctions
- The school recognises that racism is not the same as bullying. Racism is much broader and takes many forms of which bullying is just one. Racist bullying will not only be dealt with in line with this policy and local authority guidance.

Conclusion

Bullying under any circumstances will not be tolerated. Bullying is a major concern both in school and in society as a whole. It can have a dramatic effect on a child's achievement and is a significant barrier to learning. The long term damaging effects of bullying can lead to low self-esteem, and could contribute towards poor social, emotional and educational development. Bullying can lead to disaffection from school, which can prevent inclusion and impinge upon the individual's human rights.

At St. Alban's Catholic Primary School we endeavour to implement this Anti Bullying Policy in conjunction with our Equality and Positive Behaviour Management Policy, to protect the pupils in our care from bullying and its potentially devastating consequences.

Policy Review

Annually (or when the need arises) the effectiveness of this policy will be reviewed by the Headteacher and the nominated governor sub-committee and the necessary recommendations for improvement will be made to the Governor



