



Our Lady Immaculate Catholic Primary School

"With God in our hearts, we follow Jesus' footsteps, as we love and learn together".

Anti-Bullying Policy

Date: Autumn 2025

Renewal Date: Autumn 2027

Schedule of review: Two years

Objectives

This policy is based on DfE guidance "Preventing and Tackling Bullying" July 2017 and supporting documents. It also considers the DfE statutory guidance "Keeping Children Safe in Education" and "Sexual violence and sexual harassment between children in schools and colleges" guidance. The setting has also read Childnet's "Cyberbullying: Understand, Prevent and Respond: Guidance for Schools".

Our Lady Immaculate School (OLI) is a kind and caring learning community; our mission statement outlines our core values where we love and learn together. OLI is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form. We do not tolerate bullying and believe that every member of the community has the right to feel happy and safe. We follow our Respect Code which helps us to create a safe calm environment with a focus on good behaviour and understanding of how our actions affect others. See Appendix 1

We take any bullying behaviour seriously and work together to ensure that bullying is addressed and the behaviour stops. All classes have an anti-bullying policy poster which is displayed in their classroom. See Appendix 2. We are a 'telling school'- if we see any bullying we tell someone and work together to make it stop.

This policy outlines what OLI will do to prevent and tackle all forms of bullying and to achieve the above goals.

Links with Other School Policies and Practices

This policy links with several school policies, practices and action plans including:

- Relationship approach to behaviour policy
- Complaints policy
- Child Protection Policy
- Curriculum design, such as, RSE/RSHE, PSHE, citizenship and computing
- Online Safety (including mobile and smart technology and social media) policy

Links to Legislation

There are several pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986.

Definition of bullying

Our Lady Immaculate School defines bullying as:

- Bullying can be defined as 'behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally'. DfE 'Preventing and Tackling Bullying
- Bullying can include physical and emotional abuse such as name-calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, peer isolation (e.g. excluding people from groups) and spreading hurtful and untruthful rumours.
- The same unacceptable behaviours can be expressed online; this is sometimes called online bullying or cyberbullying. Specifically, this can include sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
- OLI recognise that bullying can be emotionally abusive and can cause severe and adverse effects on children's emotional development.
- Bullying is recognised by OLI as being a form of child-on-child abuse; children can abuse other children.
 - Abuse is abuse, and it should never be tolerated or passed off as "banter", "just having a laugh" or "part of growing up".
 - We recognise that even if there are no reports of bullying, it does not mean it is not happening, and it may be the case that it is just not being reported.
 - All victims will be taken seriously and offered appropriate support, regardless of where the abuse takes place.

Forms and Types of Bullying Covered by this Policy

Bullying can happen to anyone. This policy covers all types and forms of bullying, including but not limited to:

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Sexualised bullying/harassment
- Bullying via technology, known as online bullying or cyberbullying
- Prejudiced-based and discriminatory bullying (against people/pupils with protected characteristics) which may include:
 - Bullying related to race, religion, faith and belief and for those without faith.
 - Bullying related to ethnicity, nationality or culture. Bullying related to Special Educational Needs or Disability (SEND).
 - Bullying related to sexual orientation (homophobic/biphobic bullying).
 - Gender based bullying, including transphobic bullying.
 - Bullying against teenage parents (pregnancy and maternity under the Equality Act).

School Ethos

- Our Lady Immaculate School community recognises that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing.
- By effectively preventing and tackling bullying our school can help to create a safe, calm and regulated environment, where pupils are able to learn and fulfil their potential.

Our Community:

- Monitors and reviews our anti-bullying policy and practice on a regular basis.
- Supports staff and children to promote positive relationships to help prevent bullying through our Relationship Based Behaviour Policy.
- Recognises that some members of our community may be more vulnerable to bullying and its impact than others; this may include children with SEND. Being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required.
- Will intervene by identifying and tackling behaviour appropriately and promptly.
- Ensures that our pupils are aware that bullying concerns will be dealt with sensitivity and effectively; that everyone should feel safe to learn and follow the anti-bullying policy.
- Requires all members of the community to work with the school to uphold the anti-bullying policy.
- Seeks to learn from good anti-bullying practice elsewhere.
- Utilises support from the Local Authority and other relevant organisations when appropriate.

Responding to bullying

The following steps may be taken when dealing with all incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- The school will provide appropriate support for the person being bullied, making sure they are not at risk of immediate harm and will involve them in any decision-making as appropriate.
- The Headteacher, Designated Safeguarding Lead (DSL), Deputy Headteacher, Inclusion Lead or a member of the SLT will interview all parties involved.
- The school will ensure parents/carers are kept informed about the concern and action taken.
- The school will speak with and inform other members of staff, where appropriate.

- o Consequences, as identified within the school relationship approach to behaviour policy, and support will be implemented in consultation with all parties concerned.
- o If necessary, other agencies may be consulted or involved.
- o A clear and robust account of the bullying incidents will be recorded on CPOMS.
- o Where the bullying of or by pupils takes place off the school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated and responded to in line with this policy, our Online Safety Policy and the school behaviour policy. If required, the DSL will collaborate with DSLs at other settings.

Supporting pupils

Pupils who have been bullied will be supported by:

- o Reassuring the pupil and providing continuous pastoral support.
- o Offering an immediate opportunity to discuss the experience with a named adult: their teacher, the designated safeguarding lead or a member of staff they feel confident to talk to.
- o Being advised to tell a member of staff immediately of any further bullying so this can be recorded and responded to.
- o Work towards restoring self-esteem and confidence.
- o Providing ongoing support. This may include working and speaking with staff, engaging with parents and carers, support from our school ELSAs and the Mental Health Support Team.
- o Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Integrated Children Services or support through the Children and Adolescent Mental Health Service (CAMHS).

Pupils who have perpetrated bullying will be helped by:

- o Discussing what happened, establishing the concern and need to change.
- o Informing parents/carers to help change the behaviour of the child.
- o Providing appropriate education and support regarding their behaviour and actions.
- o Consequences, in line with school relationship approach to behaviour policy, this may include time away from less structured environments (e.g. playtime / after school clubs), removal of privileges (e.g. removal of leadership roles and responsibilities, environmental changes to support closer monitoring e.g seating and may lead to a period of respite from class based learning and in line with policy fixed- term or permanent exclusions.
- o Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Integrated Children Services or Early Help or support through the Children and Adolescent Mental Health Service (CAMHS).

Supporting adults

Our School takes measures to prevent and tackle bullying among pupils. It is equally important to recognise that bullying of adults, including staff and parents, whether by parents or other staff members, is unacceptable.

Adults who have been bullied or affected will be supported by:

- o Offering an immediate opportunity to discuss the concern with the Headteacher/ deputy headteacher or a member of the SLT.
- o The school will investigate the concern and ensure that appropriate action is taken.
- o Advising them to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate.
- o Reassure and offer appropriate support.
- o Work with the wider community and local/national organisations to provide further or specialist advice and guidance.

Adults who have perpetrated the bullying will be helped by:

- o Discussing what happened with the Headteacher, Deputy Headteacher or a member of the SLT to establish the concern.
- o Establishing whether a legitimate grievance or concern has been raised and signposting to the school's official complaints procedures.
- o Investigating disciplinary action required.

Preventing bullying

The whole school community will:

- o Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all – through the RESPECT code and relationship approach to behaviour.
- o Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children.
- o Recognise the potential for children who share a protected characteristic to be disproportionately impacted by bullying and will implement additional pastoral support as required.
- o Openly discuss and celebrate differences between people to reduce the potential for bullying on this basis.
- o Challenge the practice and language which do not uphold the school values of tolerance, non-discrimination and respect towards others.
- o Be encouraged to use technology positively and responsibly.
- o Celebrate success and achievements to promote and build a positive school ethos.

Involvement of pupils

- o Highlight positive behaviour reinforced through the **RESPECT code** and set achievable goals
- o Involve pupils in the writing of the school **anti-bullying poster** to ensure that they understand the school's approach and are clear about the part they play in preventing bullying by being an **upstander** rather than a **bystander**.

- o Ensure that all pupils know how to express worries and anxieties about bullying eg telling an adult (member of staff and or parent/carer, using the **Class Worry Box or the ELSA drop in at lunch time**.
- o Ensure all pupils know that bullying is not acceptable and know that we expect it to stop.
- o Acknowledge children's positive actions in class and collective worship and offer rewards through house points, RESPECT Code certificates and peer-on-peer celebrations in class through celebration displays/boxes.
- o Ensure all pupils are aware that a range of consequences may be applied against those engaged in bullying.
- o Involve pupils in anti-bullying awareness in schools, through collective worship, class circle times, plays and workshops.

Involvement and liaison with parents and carers

We will:

- Make sure that key information about bullying is available to parents/carers.
- Ensure all parents/carers know that bullying concerns can be shared with any adult in school from class teacher, LSA, SLT to the Headteacher.

Useful links and supporting organisations

Anti-bullying Alliance: www.anti-bullyingalliance.org.uk

Childline: www.childline.org.uk

Family lives: www.familylives.org.uk

Kidscape: www.kidscape.org.uk

MindEd: www.minded.org.uk

NSPCC: www.nspcc.org.uk

PSHE Association: www.pshe-association.org.uk

The Diana Award: www.diana-award.org.uk

Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities.

www.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf

UK Safer Internet Centre: www.saferinternet.org.uk

The UK Council for Child Internet Safety (UKCCIS)

www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis

Appendix 1

OLI Behaviour Code:

	e	means
	ct everyone	hands and feet to ourselves politely to everyone we are all God's children
	age each other	aise l done nuine feedback to help our friends learning improve Jesus' example – Love one another
	truthfully	honest what we have done. y to say sorry and show forgiveness
	e, persevere and make ss	not give up again and again our purple polishing pens with pride me to pray – knowing God is with us
	ce mistakes	n from our errors k at mistakes as a way of moving our learning forward ve are loved by God
	er our choices	k before we act w we always have a choice say "no" t the centre
	ogether as a team	k together p each other God

Appendix 2

OLI Anti-Bullying

RESPECT

We follow our Respect Code which helps us to create a safe calm environment with a focus on good behaviour and understanding of how our actions affect others.

S Several
T Times
O On
P Purpose

Bullying is when someone does unkind things to you on purpose, more than once, which is difficult to stop. Bullying can be:

Emotional- eg hurting your feelings, leaving you out, bossing you about.

Physical - eg punching, kicking, hitting, pushing, spitting.

Verbal - eg teasing, name calling.

Cyber - eg sending unkind text messages.

If you feel you are being bullied:

- Use eye contact and tell the person to stop.
- Get away from the situation.
- Tell an adult what has happened.
- Tell a member of your family.
- Remember it is not your fault.



Don't be a **BYSTANDER** - someone who ignores what they see and chooses not to do anything to help.

Be an **UPSTANDER** - someone who helps the person being bullied.

- Ask if the person is alright.
- Tell an adult what has happened.
- If it's safe and won't make things worse, tell the person to stop.

S Start
T Telling
O Other
P People

What to do if you are bullied. We are a **TELLING SCHOOL**

Talk to an adult and tell them:

What has happened?

Who was involved?

How you feel?

What you would like to happen?

