



ST MARY'S

CATHOLIC INFANT AND JUNIOR ACADEMIES

"I can do all things through Christ who strengthens me"
Philippians 4:13

Respect

Compassion

Resilience

Anti-Bullying Policy

Designation	Name	Date Approved	Date of Renewal
Executive Headteacher	Mrs Samantha Birchall	March 2026	March 2027
Chair of Governors	Mrs Gill Tuck	March 2026	March 2027

Mission Statement

"I can do all things through Christ who strengthens me."
Philippians 4:13

St Mary's Catholic Infant and Junior Academies are a secure, friendly and faith-centred community where we seek to realise the full potential of all our family through the living love of Christ. All our work with children and their families, staff, governors, parishioners and the wider community is influenced by our core values which are:

Compassion

Respect

Resilience

We promote these values by our words and deeds, and Catholic doctrine and practice therefore permeates every aspect of our school's activity

We believe that all people are made in the image of God and are unconditionally loved by God. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a loving and hospitable community. St Marys seeks to provide a safe, secure and positive environment for all children which is underpinned by our school values and the values of All Saints Multi Academy Trust: aspiration, service and inclusion.

We believe that this helps our children to develop and grow. St Marys promotes an honest and open anti-bullying ethos, in which children, young people and adults are entitled to be treated with respect and understanding and to participate in any activity without fear of intimidation. Any behaviour which undermines this, is unacceptable and will be treated as such.

Aims and purpose of the policy

- To ensure a secure and happy environment free from threat, harassment, discrimination or any type of bullying behaviour.
- To create an environment where all are treated with dignity and respect and where all members of the school community understand that bullying is not acceptable.
- To ensure a consistent approach to preventing, challenging and responding to incidents of bullying that occur.
- To inform pupils and parents of the school's expectations and to foster a productive partnership which helps to maintain a bullying-free environment.
- To outline our commitment to continuously improving our approach to tackling bullying by regularly monitoring and reviewing the impact of our preventative measures.

What is bullying?

Bullying is behaviour which deliberately makes another person feel uncomfortable, distressed or threatened. Bullying makes those being bullied feel powerless to defend themselves.

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

- Emotional (being unfriendly, excluding, tormenting, threatening behaviour)
- Verbal (name calling, sarcasm, spreading rumours, teasing)
- Physical (pushing, kicking, hitting, punching or any use of violence)
- Extortion (demanding money/goods with threats)
- Exclusion from discussions/activities
- Damage to property or theft (property may be damaged or stolen)
- Cyber (all areas of internet, email and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology e.g. camera and video facilities including those on mobile phones.
- Racist (racial taunts or language, graffiti, gestures)
- Sexual (unwanted physical contact, sexually abusive comments)
- Homophobic, biphobic, transphobic (because of, or focusing on the issue of sexuality)

Why we are against bullying?

At St Marys, bullying and any other forms of intimidation will not be tolerated. Every person is created by God and deserves to be treated with dignity and respect. Bullying hurts others, damages our community, and goes against the teachings of Jesus, who calls us to show kindness, compassion, and love. By standing against bullying, we help create a safe and caring environment where everyone can learn, grow, and feel valued.

Everyone will treat each other with kindness and respect. Everyone will care well for each other. Everyone will come to school without fear and will be safe in school. Everyone will be vigilant and will intervene promptly if there are any signs or reports of bullying taking place. (Equality Act 2010)

Preventing Bullying

In order to prevent bullying, St Marys has adopted many strategies, including:

- Involvement in Anti Bullying week
- Reward systems for positive behaviour
- Circle Time
- Play Leaders
- Worry boxes
- A structured e-safety curriculum
- A designated Governor

Responding to Bullying

This section explains the school's standard responses to bullying allegations:

Reporting and recording bullying allegations / incidents

Bullying allegations can be made from a number of different sources, including from the child, child's friend, parent / carer or staff member and they will all be taken seriously and investigated following our robust reporting procedures (see Appendix A-F).

How we respond to bullying

All initial cases/incidents will be explored and investigated by Senior members of staff, who will talk to victims and perpetrators through the process of restorative practice (RP). Sometimes, where deemed necessary, parents/ carers will be invited to join this process. Sanctions for bullying are intended to hold pupils who bully to account for their behaviour and to ensure that they face up to the harm that they have caused. Furthermore they are given the opportunity to reflect and learn from the incident. Such sanctions also provide an opportunity for the pupil to put right the harm that they have caused.

Role of Parents/Carers

Parents have an important part to play in our anti-bullying policy. We ask parents to:

- Look out for unusual behaviour in their children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc.
- If you feel your child may be a victim of bullying behaviour, inform school immediately. Your complaint will be taken seriously and appropriate action will follow.
- It is important that you advise your child not to fight back. It can make matters worse!
- Tell your child that it is not their fault that they are being bullied.
- Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.
- If you know your child is involved in bullying others, please discuss the issues with them and inform school. The matter will be dealt with appropriately.

We expect parents/carers to be fully involved in the investigation, recording and evaluation process for bullying behaviours.

This policy will be reviewed annually.

Appendix A



