St. Thomas the Martyr C.E. Primary School
September 2026

Anti-bullying Policy

Rationale

At St. Thomas the Martyr 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 at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. This means that anyone who knows that bullying is happening is expected to tell a member of staff. We aim, as far as possible, to eliminate all forms of bullying.

Aims

We aim to:

- raise awareness of bullying as a form of unacceptable behaviour
- create a school ethos which expects children to report any incident of bullying and where children know it is "ok to tell" and that they will be listened to
- develop procedures for noting and reporting incidents of bullying behaviour
- develop procedures for investigating and appropriately dealing with bullying behaviour
- help individuals to understand and accept the consequences of their own actions
- promote in everyone a positive attitude and high self-esteem.

Definition of bullying

Bullying is persistent behaviour which is intended to hurt another person.
It results in pain and distress.
It is difficult for those being bullied to defend themselves.

Bullying may be related to:

- Race
- Gender
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances, incl Young carers and poverty
- Sexual orientation, sexism, or sexual bullying, homophobia

Bullying behaviour may include:

- **Physical** pushing, kicking hitting, pinching, any use of violence
- **Verbal** name calling, teasing, using nicknames, taunting or threatening, spreading rumours, picking on someone who is different. Examples of this could be being overweight, small, tall, having a disability, not wearing "trendy" clothes or not being allowed to do things after school
- **Emotional** exclusion from groups, hiding belongings, being unfriendly, giving "the silent treatment", threatening, ignoring, writing unpleasant notes
- **Racist** racial taunts, graffiti, gestures
- **Sexual** unwanted physical contact or sexually abusive

	comments
Homophobic	because of, or focusing on the issue of sexuality
Cyber	all areas of internet, such as email and internet chat room misuse mobile threats by text messaging and calls misuse of associated technology i.e. cameras and video facilities.

Staff must remain vigilant about bullying behaviours and approach this in the same way as any other category of child abuse; that is, do not wait to be told before you raise concerns and deal directly with the matter.
Children may not be aware that they are being bullied for various reasons. This may be because they are too young or have a level of Special Educational Needs which means that they may be unable to realise what others are doing to them.

Staff must also be aware of those children who may be vulnerable pupils. A vulnerable child could be a child from a troubled family or those responding to emotional problems or mental health issues. This may bring about a propensity to be unkind to others, or may make them more likely to fall victim to the behaviour of others.

Prevention strategies.

The school uses the following strategies to try to prevent bullying behaviour. The whole aspect of bullying behaviour is dealt with in a variety of ways including:

- SEAL and other assemblies making sure that every pupil knows that we do not tolerate bullying in our school
- teaching of PSHE (Personal, Social and Health Education)

- circle time to give pupils the opportunity to discuss issues relating to bullying
- playground leaders in order to promote supervised and cooperative play
- school and class rules (pupil participation)
- use of anti-bullying posters in classrooms and corridors to raise awareness
- staff training to raise awareness and CPD (Continuing Professional Development)
- lunchtime and break time supervision
- worry boxes in classrooms
- implementation of the Positive Behaviour Policy

The school response to bullying behaviour

Should a bullying incident be reported to a member of staff, they will listen to the account and decide on the best way to help.

This will include as appropriate:

- listening to the child making sure that they feel their concerns are being taken seriously
- interviewing other witnesses
- talking to the child accused of bullying and to bystanders
- planning ways to improve the situation including pastoral provision for "bully" and "victim" where appropriate
- monitoring the situation over an agreed period of time.
- informing other members of staff, the Headteacher or a member of the SMT in serious cases
- recording the incident in the Serious Incident Book
- checking to see if there are any previous incidents involving the same children, if so refer to a member of the SMT for further investigation
- after the investigation has taken place, a decision should be made as to whether a case of persistent bullying is taking place. If so, the parents of the child who has bullied will be invited into school to discuss the situation with the Headteacher
- informing parents of the bullied child of the outcome of the investigation.

Support for Parents:

- if a pupil is distressed or regularly reports worries or fears over another pupil's behaviour in school, inform the class teacher or Head teacher as soon as possible
- where appropriate liaise and work closely with the member of staff who is supporting your child
- sensitively monitor progress and report back, to the school, any continuing concerns
- keep a watchful eye on your child.

Incidents of bullying outside the school's premises

Bullying can take place via text messages, MSN and other means of 'cyber communication'. This usually takes place out of school hours, but can affect relationships inside school. We would always talk to pupils and parents about these issues and take their concerns seriously.

Next review Sept 2027

This policy will be reviewed annually.