



Anti-Bullying Policy

'Learning in the Light of Christ.'

Policy Title	Child Friendly Behaviour Policy		
Last Review	November 2025	Next Review	November 2028
Responsibility	Headteacher		
Approved By	Local Governing Committee		

At St Thomas' we live out our six school values of:

Kindness
Respect
Forgiveness
Thankfulness
Perseverance
Service

To be the best that we can be.

School Aims

St Thomas' is committed to providing a caring, friendly and safe environment for all pupils, so they can learn in a relaxed and secure atmosphere where Gospel values are paramount. Bullying affects everyone, not just the bullies and victims. It affects those children who watch and pupils can be drawn in by group pressure. Bullying is not an inevitable part of school life or a necessary part of growing up and it rarely sorts itself out. Bullying of any kind is unacceptable at St Thomas'. If bullying does occur, all pupils should be able to tell someone and know that incidents will be dealt with promptly and effectively. No one person or group, whether staff or pupil, should have to accept any form of bullying.

This policy gives clear guidance to staff, parents and pupils on the school's view of bullying, its strategy for preventing bullying, and how bullying related incidents are managed.

It is important that our school has a clear written policy, where both pupils and parents/guardians are fully aware that any bullying complaints will be dealt with firmly, fairly and promptly. The school has an Equal Opportunities Policy, a Racial Equality Policy and a Child on Child Procedures Policy which also supports the school's principles in regarding equal opportunities. The Code of Conduct also refers to expected behaviour, which is support by the Behaviour Policy.

A Definition of Bullying

There are many definitions of bullying, but most have three things in common:

It is deliberately hurting someone either physically or emotionally.

It is often repeated over a period of time.
It is difficult for those being bullied to defend themselves.

And can take the form of:

Physical: pushing, kicking, kitting, pinching or any use of violence.

Verbal: name calling, sarcasm, spreading rumours, teasing.

Emotional: excluding, tormenting, being unfriendly, racial taunts, graffiti and gestures.

Sexual: unwanted physical contact or abusive comments.

Cyberbullying: including via social media and text messaging (including online gaming).

What Does This Look Like in Practice?

As a pupil: What can you do if you are being bullied?

Remember that your silence is the bully's greatest wisdom.

Tell yourself that you do not deserve to be bullied, and that it is wrong.

Be proud of who you are. It is good to be individual.

Try not to show that you are upset. It is hard but a bully thrives on someone's fear.

Stay with a group of friends/people.

Be assertive – shout "No!". Walk confidently away. Go straight to a member of staff.

Fighting back may make things worse.

Tell an adult as soon as you feel threatened by anyone's actions. They will be able to support you.

All members of staff will take you seriously and will try to deal with bullies in such a way to stop the bullying.

Not telling protects the bullies and gives the message that they can continue, perhaps bullying others too.

If you know someone is being bullied.

Take ACTION!. Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.

If you feel you cannot get involved, tell an adult immediately. Members of staff have a way of dealing with the bully without getting you into trouble.

Do not be, or pretend to be, friends with the bully.

As a parent:

look for unusual behaviour in your child. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete their work to the normal standard;

always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunch was spent etc.;

if you feel your child may be a victim of bullying behaviour, inform the school immediately. Your complaint will be taken seriously and appropriate action will follow;

it is important to advise your child not to fight back. It is one thing to stand up for themselves but to retaliate in the same way will only make things worse;

tell your children there is nothing wrong with them. It is not their fault they are being bullied;

make sure your child is fully aware of the school's policy concerning bullying and that they should not be afraid to ask for help.

As a school:

the school will be organised in such a way as to minimise opportunities for bullying;

the RE, PSHE and RHE programmes will be used to discuss aspects of bullying and the appropriate way to behave towards each other. This will be supported, where appropriate, in other lessons and assemblies;

the school will deal quickly, firmly and fairly with any complaints, involving parents where necessary;

the will retain its firm but fair behaviour structure;

teaching materials will or equipment which give a bad or negative view of any group because of their ethnic origin, disability or sex will not be used;

encourage pupils to treat everyone with respect and to form positive attitudes towards other people;

bullying will be treated as a serious offence and every possible action will be taken to eradicate it from the school;

teachers and others members of staff will model non-bullying behaviour; methods of teaching and control should not endorse bullying;
review the school policy and its degree of success on a regular basis.

Managing Bullying-Related Incidents

If bullying is reported to/seen by an adult within the school it will be taken seriously. The suspected victim, suspected perpetrator and any witnesses will be spoken to in a non-threatening way. Help and support will be given as is appropriate to both the victims and the bullies

The victim will be supported in the following ways:

- by offering them an immediate opportunity to talk about the experience class teacher, WellBeing Lead or Headteacher;
- informing the victim's parents/guardians if appropriate;
- by offering continuing support when the pupil feels it is necessary;
- by getting the bully to change their behaviour.'

The bully will be helped in the following ways:

- by talking about what happened, to discover why they became involved;
- informing the bullies' parents/guardians if appropriate, and
- by continuing to support the bullies to amend their behaviours.

Procedures To Be used in Cases of Bullying

A log of any incidents or verbal or physical abuse at any time will be logged via CPOMS by the relevant member of staff. All incidents will be dealt with immediately.

If further incidents occur involving the same children (as either victim or perpetrator), the situation will be reviewed by the class teacher and the appropriate senior leader will be informed.

The situation will be investigated by the Headteacher and a warning will be given to the perpetrator following the procedures set out in the Behaviour Policy.

Parents may be invited to a meeting and be verbally informed by the teacher and/or Headteacher.

At any further incident parents will be informed in writing and parents of the perpetrator will be asked to a formal meeting with the Headteacher to help to resolve the situation.

Should this not prevent any further incident then parents will be asked to supervise the child, offsite, for lunch times.

Suspension or exclusion in agreement with the Chair of the LGC would be the next step.

In addition:

At the end of each day, the class teacher will inform parents of both victim and perpetrator of any incidents either face to face or via a phone call. This will continue for as long as the child feels unsafe and will promote the home/school partnership and ensure that all parties have consistency.

Training and Support for Staff

The school will ensure that staff receive training to help them provide the support both victims and bullies need. The PSHE Subject Lead will ensure that bullying appears in the PSHE curriculum in all years. It is important that from Day One everyone understands that bullying is not tolerated in our school and that everyone has the responsibility to tell – this is not telling tales. PSHE lessons, as well as circle time, provide the ideal opportunity for discussion to take place. This curriculum will teach pupils to be assertive and that differences should be acceptable and never a cause for bullying.