



St. Thomas More Catholic Primary School

South Road, Saffron Walden, Essex. CB11 3DW

Email: admin@stmsw.co.uk

HEADTEACHER: Mrs. M.J. Hall M.Phil

Telephone: 01799 523248

Anti-Bullying Policy



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At St Thomas More Catholic Primary School, we believe that by effectively preventing and tackling bullying, we can help to create a safe, disciplined environment where pupils are able to learn and fulfil their potential.

We follow the DfE advice on preventing and tackling bullying and cyber-bullying:

[DfE Advice on Preventing & Tackling Bullying](#)
[Cyberbullying - Advice for Schools](#)

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is obviously a school's first priority but emotional bullying can be more damaging than physical; teachers and schools have to make their own judgements about each specific case.

Many experts say that bullying involves an imbalance of power between the perpetrator and the victim. This could involve perpetrators of bullying having control over the relationship which makes it difficult for those they bully to defend themselves. The imbalance of power can manifest itself in several ways, it may be physical, psychological (knowing what upsets someone), derive from an intellectual imbalance, or by having access to the support of a group, or the capacity to socially isolate. It can result in the intimidation of a person or persons through the threat of violence or by isolating them either physically or online.

Low-level disruption and the use of offensive language can in itself have a significant impact on its target. If left unchallenged or dismissed as banter or horseplay it can also lead to reluctance to report other behaviour. Early intervention can help to set clear expectations of the behaviour that is and isn't acceptable and help stop negative behaviours escalating

Bullying involves dominance of one pupil by another, or a group of others, is pre-meditated and usually forms a pattern of behaviour.

Bullying is therefore:

- Deliberately hurtful.
- Repeated, often over a period of time.
- Difficult for victims to defend themselves against without help.

It can take many forms but the main types are:

- Physical – for example: hitting, kicking, or taking another's belongings.
- Verbal – name calling, insulting, making offensive remarks.
- Indirect – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours.
- Cyber bullying - misuse of social websites, email, text, etc.



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Some forms of bullying are attacks not only on the individual, but also on the group to which a pupil may belong. Within school we will pay particular attention to:

- Racial harassment and racist bullying.
- Sexual bullying.
- The use of homophobic language.
- Bullying of pupils who have special educational needs or disabilities.

IDENTIFICATION AND STRATEGIES:

HOW WE PREVENT & TACKLE BULLYING AT ST THOMAS MORE:

PREVENTING BULLYING

- Ensure children and parents know who to go to if they have a concern.
- Provide effective and regular staff training (including safeguarding and PREVENT);
- Ensure staff are aware of children who may be vulnerable e.g. those with SEN, children who have moved schools a number of times, Young Carers
- Ensure children feel confident to report any incidents of bullying (including cyberbullying) that take place in or out of school;
- Staff report any concerns about a child's attendance or changes in behaviour;
- More vulnerable pupils can access support from the Learning Mentor
- The school takes part in National Anti-Bullying Week;
- The school takes part in Children's Mental Health Week;
- The school takes part in Black History Month;
- The issue of bullying is discussed at Class and School Council;
- Assemblies and PSHE lessons address the issue, discuss our Catholic values and are used to help children understand the British Values of: democracy, the rule of law, individual liberty, mutual respect and tolerance;
- Our Computing curriculum includes e-safety in all year groups;
- Our PSHE curriculum addresses the themes of: healthy relationships and celebrating differences;
- Our Relationships and Health Education (RHE) curriculum covers the themes of: positive and safe relationships of all kind and how to treat each other with kindness and respect;
- Staff are alerted to incidents of potential or actual bullying in weekly meetings;
- Safeguarding and behaviour issues identified by previous schools are shared as appropriate with staff.

DEALING WITH INITIAL BULLYING

- Listen to the victim;
- Discuss incident with victim and perpetrator – not together unless appropriate;
- Try to reassure the child that they do not deserve to be bullied and it is not their fault;
- Ascertain the extent of the problem (including checking past records);
- Inform Headteacher or Senior Leader about incidents and agree action;
- If persists, involve parents of both victim and bully;



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- Record the incident in behaviour book (informing ALL staff and requesting special observation and care to be taken).
- Apply sanctions as appropriate;
 - Keep a check to make sure the bullying does not start again

Further support if required:

- Learning Mentor to work with targeted children.
- Devise appropriate plan to improve behaviour involving all school staff.
- Monitor situation.
- Review and feedback to parents regularly.

GUIDANCE FOR PARENTS: IF YOUR CHILD IS BEING BULLIED

TALKING TO THE SCHOOL

We can tackle bullying best by working together to support your child.

1. Let us know if you feel there is a problem. Inform class teacher – an e-mail, phone call, note or a quick word outlining the problem.
2. Keep us informed, even if the bullying has stopped.
3. Encourage your child to talk about their worries concerning bullying with an adult at school as soon as it happens so it can be dealt with promptly. Keep a diary; record incidents that your child tells you about. This will help you discuss the matter with us and help us to identify any patterns.
4. Discuss with your child's class teacher ways to help your child in and out of school.
5. Encourage your child to discuss the positive aspects of their day to enable them to develop their confidence and self esteem.

GUIDANCE FOR PARENTS: IF YOUR CHILD IS A BULLY

HELPING YOUR CHILD

We can tackle bullying best by working together to support your child.

1. Talk to your child – encourage him / her to understand the behaviour is not acceptable and to see how it hurts the victim.
2. Try and find out why he / she is behaving in this way.
3. Children who bully often have low self esteem and need positive guidance and role models.
4. You might want to monitor your child's exposure to media, social media, mobile phone use and on-line gaming.
5. Find opportunities to reward your child for good behaviour. Praise them whenever you can.
6. Your child may be bullied by others and may be reacting by bullying someone else. It is advisable to discuss this with them.



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7. Help is available from several sources to assist your child to change his / her behaviour. Ask the school how you can get this help for you and your child.
8. Make it clear to your child that you support the school policy on bullying and that you understand what will happen if the bullying continues.
9. Make sure your child knows the consequences of his / her actions.
10. Remain calm when talking to your child.
11. Come and discuss any relevant issues with us.

These websites may help parents at home:

General advice for parents: <https://www.bullying.co.uk/advice-for-parents/>

Cyberbullying advice for parents: <https://www.bullying.co.uk/cyberbullying/>

Staying safe online: [Hounslow e-safety advice](#)

Advice if your child is being bullied: [Anti-Bullying Alliance Advice](#)

Advice if your child is bullying others: [Anti-bullying Advice](#)

Information and advice: <https://www.nationalbullyinghelpline.co.uk/kids.html>

Advice for parents and carers: <https://www.kidscape.org.uk/advice/advice-for-parents-and-carers/>