ST PETER'S RC
PRIMARY SCHOOL

Anti-bullying Policy

Approved by	Gareth Rein	Headteacher	Date:	07.10.25
Approved by	P McMahon	Chair of Governors	Date:	07.10.25

Introduction

St Peter's RC Primary School is a welcoming place where every person has the right to feel safe, secure and supported. St Peter's is a Rights Respecting School and, whilst none of the UNCRC articles refer directly to bullying, the following articles are relevant to this policy:

- *Article 2: The Convention applies to all children, whatever their race, religion or abilities; whatever they think or say, whatever type of family they come from.*
- *Article 19: Every child has the right to protection*
- *Article 28: Children have the right to an education.*
- *Article 29: All children have the right to be the best that they can be.*
- *Article 36: Children should be protected from any activities that could harm their development.*

Equality

At St Peter's School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of race, gender, disability, faith or religion or socio economic background.

We strive to develop a culture of inclusion, equality and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

We tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all. As a school we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit us.

We adhere to the Equality Act 2010 which legally protects people from discrimination in the workplace and in wider society.

Aims

Bullying of any kind is unacceptable and will not be tolerated at our school. At St Peter's, the safety, welfare and wellbeing of all pupils and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle bullying, harassment or discrimination.

We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our pupils to become responsible citizens and to prepare them for life in 21st Century Wales. These values reflect those that will be expected of our pupils by society when they enter secondary school and the world beyond.

We are committed to improving our school's approach to tackling bullying and regularly monitor, review and assess the impact of our preventative measures.

Definition of Bullying

Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards another individual or group. The STOP acronym can be applied to define bullying - Several Times On Purpose.

The nature of bullying can be:

Physical - such as hitting or physically intimidating someone or using inappropriate or unwanted physical contact towards someone.

Attacking Property - such as damaging, stealing or hiding someone's possessions

Verbal - such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone

Psychological- such as deliberately excluding or ignoring people

Cyber - such as using text, email or other social media to write or say hurtful things about someone

Bullying can be based on any of the following things:

- ➢ Race
- ➢ Religion or belief
- ➢ Culture or class
- ➢ Gender
- ➢ Sexual orientation*
- ➢ Gender identity
- ➢ Additional Learning Needs
- ➢ Appearance or health condition
- ➢ Related to home or other personal situation
- ➢ Related to another vulnerable group of people (young carers, CLA)

*Sexual orientation - As stated in our Relationships and Sex Education Policy,

'At St Peter's we identify that young people mature in different ways. Our teaching about relationships and sexuality is respectful of each child's starting point, their faith, culture and background. Lessons are framed by this understanding and young people are encouraged to respect each other in their differences, and develop an approach of dialogue.'

No form of bullying will be tolerated and all incidents will be taken seriously.

Reporting Bullying

If a pupil is being bullied they are encouraged to tell someone they trust about it such as a friend, family member or another adult. They , or their trusted person, are also encouraged to report any bullying incidents in school:

- ➔ Report to a staff member - their class teacher or any adult at the school
- ➔ Tell a playground a friend, who in turn can help them tell a staff member
- ➔ Tell an adult at home
- ➔ Report anonymously (in handwritten or electronic form)

Reporting Roles and Responsibilities

Staff: All school staff have a duty to report bullying, to be vigilant to the signs of bullying, and to play an active role in the school's efforts to prevent bullying. If staff members are aware of bullying, they should reassure the pupils involved and inform a member of the Senior Leadership Team.

SLT: The School Leadership Team has overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and well- being of all young people.

Parents and Carers: Parents and carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or a change in behaviour. Parents and carers should encourage their child not to retaliate and support and encourage them to report the bullying. Parents and carers can report an incident of bullying to the school either in person, or by phoning or emailing the school office.

Pupils: Pupils should not take part in any kind of bullying and should watch out for potential signs of bullying among their peers. They should never be bystanders to incidents of bullying. If pupils witness bullying they should support the victim, encourage them to report the bullying and, if possible, help them to tell a trusted adult.

Responding to Bullying

When bullying has been reported, the following actions will be taken:

- Staff members will listen to the concerns shared by the target of bullying and will provide reassurance that positive action will be taken.
- Staff members will record details of the bullying on MyConcern.
- The headteacher and deputy headteacher staff members will monitor incidents logged on MyConcern and will analyse and evaluate the results.
- A member of the Senior Leadership Team will create an action plan to respond to the bullying.
- Staff members will pro-actively respond to the bully, who may require some support.
- An SLT member will inform all relevant staff members of the action plan.
- Staff members will decide whether to inform parents or carers when necessary, involve them in any plan of action.
- The headteacher or deputy headteacher will produce regular reports, summarising bullying information, which will be reported to the Governing Body.
- Staff members will offer support to the target of the bullying in discussion with the pupil's

class teacher. Individual meetings will be held with any target of bullying to devise a plan of action that ensures that they are made to feel safe and reassured that the bullying is not their fault.
- Staff members will assess whether any other authorities (such as the police or local authority) need to be involved, particularly where actions take place outside school.

Bullying Outside of School

Bullying is unacceptable and will not be tolerated whether it takes place in or outside of school. Bullying can take place on the way to and from school, before or after school hours, at weekends or during the holidays, or in the wider community. The nature of cyber-bullying, in particular, means that it can impact pupils' well- being beyond the school day. Staff members, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities as outlined in this policy.

Derogatory Language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on MyConcern and follow up actions and sanctions will be taken for pupils and staff members found using any such language. Staff are also encouraged to record the casual use of derogatory language using informal mechanisms such as classroom log.

Prejudice-based Incidents

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice- based incidents are taken seriously and recorded and monitored in school, with the headteacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

School initiatives to Prevent Bullying

At St Peter’s School, we use a range of measures to prevent and tackle bullying including:
- The Catholic Life and Mission of the School
- The Gospel teachings and the whole ethos of the school is based around Jesus’ teachings ‘Love one another as I have loved you’
- St Peter’s Pupil Profile (Virtues education)
- Strong culture of behaviour and discipline
- St Peter’s School Senedd
- School assemblies to raise pupils’ awareness of bullying and derogatory language
- Diversity and equalities professional learning
- Teaching of other faiths through the Religious education curriculum
- Positive relationships with parents and carers
- Participation in events including Anti-Bullying Week
- A restorative Justice approach is used where appropriate
- Show Racism The Red Card lessons and competitions

Professional Learning

The Headteacher is responsible for ensuring that all school staff receive training on all aspects of the anti-bullying policy.

Monitoring and Reviewing

The Headteacher is responsible for reporting to the governing body (and the local authority where applicable) on how the policy is being enforced and upheld, via the termly report. The Governing Body, in turn, are responsible for monitoring the effectiveness of the policy via the termly report and by in-school monitoring such as learning walks and listening to learners.

ALN statement

St Peter's RC Primary School is committed to providing an inclusive learning environment in line with the Additional Learning Needs and Education Tribunal (Wales) Act 2018 and the ALN Code for Wales 2021. We are dedicated to identifying, assessing, and making provision for Additional Learning Needs at the earliest opportunity, working in collaboration with pupils, parents, and relevant professionals. Our approach is based on promoting equity, respecting diversity, and ensuring that all pupils are provided with opportunities to meet success.

UNCRC statement

St Peter's RC Primary School is committed to creating a community where children's rights are respected, upheld, and fulfilled. We aim to foster a rights respecting environment that empowers pupils to become active and responsible citizens. Through collaboration with pupils, staff, parents/carers and governors, we aim to embed the United Nations Convention on the Rights of the Child (UNCRC) into our policies and practice.