



SAINT NORBERT'S CATHOLIC VOLUNTARY ACADEMY

Mission Statement: To live, love and learn in the footprints of Jesus.

ANTI-BULLYING POLICY

UN Convention on the Rights of the Child

As a Rights Respecting School, we acknowledge that adults are 'duty bearers' in promoting and protecting children's rights. Children are 'rights holders'.



We respect the rights and dignity of every person

Jesus teaches us to love and care for one another:

- We will not tolerate bullying or harassment of any kind
- We will not tolerate name-calling
- We will not tolerate cyber-bullying
- We will respect the protected characteristics: **age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.**
- We will not pass by if we see someone being hurt-we will either try to stop it or go for help
- We will not allow bullying or harassing to go on, going or coming to school
- We will allow a quiet area in the playground for those who do not want to run around or be in games
- We will use an anger plan if we feel angry or under pressure
- We will try to include everyone so no one feels lonely
- We will tell our Safe School Ambassadors if we have worries that we do not wish to discuss with staff
- St Norbert's Catholic Primary is a 'telling' school. This means that even if the victim is too afraid to tell a teacher, all the bystanders know that it is their duty to do so and that they won't be accused of telling tales. It is a deterrent because the bully knows that he/she won't get away with it. Bystanders are the key to resolving bullying.
- Bullying is breaking community. The bully will first be warned about the consequences of their behaviour.

The purpose of this policy statement is:

- to prevent bullying from happening between children and young people who are a part of our organisation or take part in our activities
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need

- to provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.

What is bullying?

Bullying is when individuals or groups seek to harm, intimidate or coerce someone who is perceived to be vulnerable. It can involve people of any age, and can happen anywhere – at home, school or using digital technologies (cyberbullying). This means it can happen at any time.

Bullying encompasses a range of behaviours which are often combined.

Verbal abuse:

- name-calling
- saying nasty things to or about a child.

Physical abuse:

- hitting a child
- pushing a child
- physical assault.

Sexual abuse:

- The sexual abuse of children by other children.

Emotional abuse:

- making threats
- undermining a child
- excluding a child from a friendship group or activities.

Cyberbullying/online bullying:

- excluding a child from online games, activities or friendship groups
- sending threatening, upsetting or abusive messages
- creating and sharing embarrassing or malicious images or videos
- 'trolling' - sending menacing or upsetting messages on social networks, chat rooms or online games
- voting for or against someone in an abusive poll
- setting up hate sites or groups about a particular child
- encouraging young people to self-harm
- creating fake accounts, hijacking or stealing online identities to embarrass a young person or cause trouble using their name.

Our response to bullying

Children who continue to bully may be subject to the following actions, in line with the school's behaviour policy, Behaviour in Schools guidance, and Keeping Children Safe in Education:

1. Loss of social time, including exclusion from the playground during break and lunchtime.
2. Removal from lessons and placement in an alternative supervised learning area.
3. Targeted pastoral and safeguarding support, including a behaviour or pastoral support plan, risk assessment where appropriate, and regular review meetings with parents/carers.
4. Fixed-term exclusion (internal or external), used proportionately and alongside continued safeguarding and behaviour support.
5. Consideration of a managed move to another school as part of a planned, supported intervention, following multi-agency discussion where appropriate, and only where all other reasonable strategies have been exhausted.

Sources of support

Our Safe School Ambassadors are always here to help.

Mrs Mell is our *Nominated Key Person* and is available throughout the day, every day. We also have anti-bullying reminders each Monday in Assembly.

We use Restorative Justice to reconcile children who may have experienced disagreement. We encourage forgiveness to those who say that they are sorry.

We are a 'telling school' and encourage children to report any incidents to a member of staff; similarly, children are asked to speak on behalf of peers should they believe that bullying is taking place.

We believe that:

- children and young people should never experience abuse of any kind
- we have a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them.

We recognise that:

- bullying causes real distress. It can affect a person's health and development and, at the extreme, can cause significant harm
- all children have the right to equal protection from all types of harm or abuse
- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

We will seek to prevent bullying by:

- maintaining a Behaviour Policy that sets out how children are expected to behave, in face-to-face contact and online, and within and outside of our activities
- communicating with staff, volunteers, children, young people and families about bullying and how to prevent it. We will focus on:
 - our responsibilities to look after one another and uphold the Behaviour Policy
 - practising skills such as listening to each other
 - respecting the fact that we are all different
 - making sure that no one is without friends
 - dealing with problems in a positive way
 - checking that our anti-bullying measures are working well
- providing support and training for all staff and volunteers on dealing with all forms of bullying
- putting clear and robust anti-bullying procedures in place
- making sure our response to incidents of bullying takes into account:
 - the needs of the person being bullied
 - the needs of the person displaying bullying behaviour
 - needs of any bystanders.
- reviewing the plan developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term.

We recognise that bullying is closely related to how we respect and recognise the value of diversity.

We will be proactive about:

- seeking opportunities to learn about and celebrate difference
- increasing diversity within our staff, volunteers, children and young people
- welcoming new people to our school.

More information about responding effectively to bullying is available:

- protecting children from bullying and cyberbullying <https://learning.nspcc.org.uk/child-abuse-and-neglect/bullying/>
- recognising and responding to abuse <https://learning.nspcc.org.uk/child-abuse-and-neglect/recognising-and-responding-to-abuse/>

Parental response to bullying

We will ensure that parents are involved in the case of any allegations of bullying. The Headteacher will organise a meeting, at the earliest opportunity, to work in partnership with parents to resolve any issues.

Legal framework

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in the UK. The NSPCC provides summaries of the key legislation and guidance on:

- bullying <https://learning.nspcc.org.uk/child-abuse-and-neglect/bullying/>
- online abuse <https://learning.nspcc.org.uk/child-abuse-and-neglect/online-abuse/>

Related policies and procedures

This policy statement should be read alongside our other policies and procedures, including:

- Child protection/safeguarding policy statement.
- Procedures for responding to concerns about a child or young person's wellbeing.
- Dealing with allegations made against a child or young person.
- Managing allegations against staff and volunteers.
- Code of conduct for staff and volunteers.
- Online safety policy and procedures for responding to concerns about online abuse.
- Equality and diversity policies.

Contact details

Nominated Anti-Bullying Lead

Name: Mr Alex Dawson

Phone/email: 01724 710249 / admin@stnorbertscrowle.co.uk

Designated Safeguarding Lead

Name: Mr Sam Walker

Phone/email: 01724 710249 / admin@stnorbertscrowle.co.uk

NSPCC Helpline

0808 800 5000

We are committed to reviewing our policy and good practice annually.

Policy reviewed: January 2026

Ratified by Governors: January 2026

Policy due for review: January 2027