



St. Francis Xavier's RC Primary School

Love one another as I have loved you

Anti-Bullying Policy

Our Mission

Share God's love with one another

Follow your dreams

EXcel in citizenship

Our Mission is to:

- Be a witness to the values, teaching and beliefs of the Roman Catholic Church
- Promote achievement and enjoyment for all
- Expect the best for individuals
- Inspire learning
- Collaborate with the community
- Promote a healthy and safe lifestyle
- Create a sustainable school
- Continually strive to be effective

Introduction

Everyone at St Francis Xavier's RC Primary School has the right to feel welcome, secure and happy. Bullying of any sort prevents this from happening and prevents equality of opportunity. It is everyone's responsibility to prevent bullying and this policy contains guidelines to support this ethos.

In line with Keeping Children Safe In Education (KCSIE 2025) all forms of bullying are taken seriously including sharing nude and semi-nude images or videos and child on child abuse. The school acknowledges that sexual harassment can occur between two children of any age and sex. The school acknowledges that some groups are more at risk as evidence shows that girls, children with SEND and LGBT children are at greater risk. (KCSIE 2025.)

Staff are aware of the importance of:

- Making clear that sexual violence and sexual harassment is not acceptable and will never be tolerated
- Not tolerating or dismissing sexual violence or sexual harassment as 'banter', 'part of growing up', 'just having a laugh', or 'boys being boys'.
- Challenging inappropriate behaviours.

Where bullying exists, the victims must feel confident to activate the anti-bullying systems within the school to end the bullying. It is our aim to challenge attitudes about bullying behaviour and help build an anti-bullying ethos in the school.

This document outlines how we aim to make this possible at St Francis Xavier's Primary School. This policy is to be read in conjunction with the following documents:

KCSIE 2025

SFX Safeguarding and Child Protection Policy 2025

SFX Behaviour Policy 2025

SFX Child on Child Policy 2025

The term, 'parents' throughout this document refers to both 'parents' and 'carers'.

Definitions of Bullying

Bullying is deliberately hurtful behaviour that is repeated over a period, making it difficult for the victim to defend themselves. This can take the form of name-calling, violence, threatened violence, isolation, ridicule or indirect action such as spreading unpleasant stories about someone.

The school strives to ensure that all pupils know the difference between bullying and simply “falling out” and that they are taught how to resolve differences and reach a solution through empathy and understanding.

Cyberbullying

Mobile, internet and wireless technologies have increased the pace of communication and brought benefits to users worldwide. But their popularity provides increasing opportunities for misuse through 'cyberbullying'. The advent of cyberbullying adds new dimensions to the problem of bullying. Unlike other forms of bullying, cyberbullying can follow children and young people into their private spaces and outside school hours.

It is crucial that children and young people, who are particularly skilful at adapting to new technology, use their mobiles and the internet safely and positively, and that they are aware of the consequences of misuse. School staff, parents and young people have to be constantly vigilant and work together to prevent this form of bullying and tackle it wherever it appears.

At St Francis Xavier's RC Primary School, mobile phones are not allowed to be brought into school by children for child protection reasons. Children could access information that the school would be unable to monitor. If a parent wishes a Year 6 child to have a mobile phone for independent walking journeys home in the summer term, the phone must be dropped off to the school office in the morning and must not be kept in the child's bag during the day. Phones can be collected from the school office at the end of the day. This can only occur in the summer term and must be agreed with the headteacher.

Actions to Tackle Bullying

At St Francis Xavier's RC Primary School, we will be vigilant for signs of bullying and always take reports of incidents seriously. We will use the curriculum and daily interactions whenever possible to reinforce the ethos of our school and help pupils to develop strategies to combat bullying-type behaviour. Our Jesuit Pupil Profile instils Virtues that are reinforced in House Assemblies and in daily interactions with staff. Our staff regularly remind children of our central scripture quote “Love one another as I have loved you.” John 15:12.

Pupils are asked to report any incidence of bullying to an adult within school, and that when another pupil tells them that they are being bullied or if they see bullying taking place it is their responsibility to report their knowledge to a member of staff.

All reported incidents of bullying will be investigated and taken seriously by staff members. A record of incidents will be logged on the Headteacher's information form and will be kept in the school's Behaviour File, which will be kept in the headteacher's office. Please refer to Behaviour Policy for the school's full reporting procedure. The class teacher of the victim will be responsible for this and will be required to give a copy of their report and the action taken to the headteacher. Parents will be notified of the incident and actions that followed. Older pupils may be asked to write a report themselves. If bullying includes racial abuse, then it should be reported to the headteacher to be recorded in the Behaviour File under the Racial Incident Section.

Upon discovery of an incident of bullying, we will discuss with the children the issues appropriate to the incident and to their age and level of understanding. The adult will remain neutral and deliberately avoid direct, closed questioning which may be interpreted as accusatory or interrogational in style. Each pupil must be given an opportunity to talk, and the discussion should remain focused on finding a solution to the problem and stopping the bullying reoccurring.

There are various strategies that can be applied if more than one pupil is involved in bullying another. Role-play and other drama techniques can be used as well as Circle Time. The School Council can be an effective way of sharing information and can provide a forum for discussing important issues such as equal rights, relationships, justice, Fundamental British Values and acceptable behaviour. It can also be used just within the affected group to confront bullying that already exists.

Victims who are worried about openly discussing an incident when the aggressors are present (e.g. bullying during a lesson) can be encouraged to go to the teacher with a piece of work, using this as a reason to speak to the teacher. Victims need to feel secure in the knowledge that assertive behaviour, and even walking away can be effective ways of dealing with bullying. Setting up a buddy system, or peer counselling possibly with pupils who already hold a position of responsibility, such as School Council members or Behaviour Ambassadors can also be beneficial if required. The headteacher will check in with the victim of bullying daily to give them a thumbs up, signalling whether the child is having a good day or whether there have been any further incidents. If there are any reported incidents, these will be followed up immediately. In her absence, the Assistant Headteacher will do so. Communication will be vital with parents and children involved.

Pupils with Special Educational Needs and Disability (SEND)

Children with special educational needs and disabilities (SEND) can face additional safeguarding challenges and adults need to be alert when recognising abuse and neglect in this group of children. These can include:

- assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's disability without further exploration.
- being more prone to peer group isolation than other children.
- the potential for children with SEN and disabilities being disproportionately impacted by behaviours such as bullying, without outwardly showing any signs.
- communication barriers and difficulties in overcoming these barriers.

Additional information regarding safeguarding disabled children is found following this link:

<https://www.gov.uk/government/publications/safeguarding-disabled-children-practice-guidance>

Pupils

A child's concern will always be taken seriously. 'Listening Partners' set up at the start of each academic year enable children to identify two adults within the school community as their 'Listening Partners' to share any concerns they may have. Pupils will take part in 'Anti Bullying week' in November 2025 and on 10.11.25 pupils will wear odd socks to celebrate how every child is unique and loved by God. Furthermore, the way that staff instil the Jesuit Pupil Profile Virtues will shape children's understanding of the unique persons they are called to be.

Parental Involvement

The parents of a pupil who has bullied and the parents of pupils who have been subject to bullying will be informed of an incident and the action that has taken place, and they will be asked to support strategies proposed to tackle the problem. The pupil who has bullied will also be reminded of the possible consequences of bullying and the sanctions for repeated incidents will be clearly explained to him/her. A monitoring tool may also be used, if appropriate, usually incorporating relevant rewards for achieving desired behaviours. Positive relationships and a sense of belonging are vital for a child to be supported in finding a path to reconciliation.

Parents are reminded to inform their children that they must tell someone should they ever be bullied. Keeping information from the school, or from their parents, will never help a problem to be solved, and will prolong the period a victim has to suffer. **At St Francis Xavier's RC Primary School, we believe that one case of bullying is one case too many** and we believe it is essential to constantly review this policy to ensure we are in a position to strengthen our approach to this issue. Where necessary we will call on outside resources such as the Behaviour Support Service. This policy is seen as an integral part of our Relational Behaviour Policy.

This policy was written in September 2025.

The policy will be monitored by members of the Senior Management Team and the Chair of the Pastoral Support Committee and reviewed annually.

Signed: *D Hillyer*

Date: 10.11.25

Chair of Pastoral Support Committee

Signed: *E Christopherson*

Date: 10.11.25

Headteacher

