St Joseph's Catholic Primary School, Harrogate

A Voluntary Academy

Let all that you do be done in love

Be grateful; Be humble; Be brave; Be giving

Anti- Bullying Policy 2026-2027

Policy review date – September 2026
Person Responsible – Gillian Delahay
Ratified by Governors – October 2026
Review date – September 202

Mission Statement

At St Joseph's, our mission is to provide a distinctive Catholic education where every child is cherished as a unique gift from God. We nurture a caring Christian community in which all feel valued, secure, and confident. Together, we create a stimulating and supportive learning environment, inspired by Christ at the centre of all that we do**.**

Introduction

At St Joseph's, we recognise that bullying can occur in any setting. Preventing, raising awareness, and responding effectively to bullying are essential to safeguarding and promoting pupil wellbeing. We are committed to a whole-school approach to ensure that all pupils are safe, respected, and supported.

This policy has been updated in line with the Keeping Children Safe in Education (KCSIE, September 2026) and the most recent Ofsted Education Inspection Framework (EIF), ensuring compliance with statutory requirements and best practice.

Bullying incidents may constitute a child protection concern under the Children Act 1989 if there is reasonable cause to suspect a pupil is suffering or likely to suffer significant harm. In such cases, concerns will be reported immediately to the Designated Safeguarding Lead (DSL) and managed in accordance with the school's safeguarding procedures, including referral to children's social care where appropriate.

Statement of Intent

We are committed to providing a caring, safe, and inclusive environment where all pupils can learn and thrive. Bullying of any kind is unacceptable. Pupils should feel confident reporting bullying, knowing it will be dealt with promptly, fairly, and effectively. Our culture actively promotes kindness, respect, inclusion, and safeguarding.

Policy objectives:

- To prevent and tackle all forms of bullying, including online and emerging harms.
- To ensure bullying is identified, recorded, and addressed quickly.
- To promote a culture where bullying of any kind (pupil-to-pupil, adult-to-adult, or adult-to-pupil) is not tolerated.
- To comply with statutory requirements under Keeping Children Safe in Education (**KCSIE)** and relevant legislation.

This policy is available:

- Online on the school website
- From the school office on request

Links with other school policies and practices

This policy links with several school policies, practices and action plans including:

- Behaviour policy

- BWCAT Complaints policy
- Child Protection and Safeguarding Policy
- Online Safety and Acceptable Use of IT Policy
- Mobile Phones and Smart Devices Policy
- SEND Policy
- BWCAT Equality and Diversity Policy
- Curriculum policies, such as: RHSE, PSHE

Links to legislation and Guidance

There are several pieces of legislation and statutory guidance. that underpin schools' responsibilities in relation to preventing and responding to bullying. These include, but are not limited to:

- The Education and Inspections Act 2006
- The Equality Act 2010 (including Protected Characteristics)
- The Education Act 2002
- The Children Act 1989
- The Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- The Public Order Act 1986
- Keeping Children Safe in Education (KCSIE)
- Preventing and Tackling Bullying (Department for Education guidance)

Responsibilities

Everyone within the school community has a responsibility to promote a culture of respect, inclusion and kindness, and to challenge bullying behaviour wherever it occurs.

- Headteacher: Ensures the policy is communicated, implemented, and monitored.
- DSL: Oversees safeguarding aspects of bullying, including referrals.
- Staff & Volunteers: Uphold and apply the policy consistently.
- Governors: Monitor, challenge, and review bullying prevention and response.
- Parents/Carers: Work in partnership with school to support pupils.
- Pupils: Uphold school values and report concerns.

Governors receive regular reports on bullying incidents, safeguarding themes, and the impact of preventative strategies.

What is Bullying?

At St Joseph's, we have adopted the definition of bullying provided by the Anti-Bullying Alliance:

"Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face to face or online."

Bullying can take many forms and can affect any child. It is often motivated by prejudice or

discriminatory attitudes relating to race, religion or belief, sex, disability, special educational needs, gender reassignment, sexual orientation, adoption status, care experience, or caring responsibilities. It may also be based on real or perceived differences between individuals.

We recognise that not all negative interactions are bullying. Some incidents, often referred to as *relational conflict* or *falling out*, may involve pupils of a similar age, status or level of power. These incidents are typically occasional, unintentional and can usually be resolved through discussion, mediation and a willingness to make amends.

While relational conflict is not bullying, unresolved conflict can sometimes escalate into repeated and harmful behaviour. Both bullying and relational conflict may occur face to face or online and may have an impact on those who witness the incident, as well as those directly involved.

Whether an incident is identified as bullying or relational conflict, the school will respond appropriately, provide support to those involved and monitor the situation. We will work to resolve conflict, prevent escalation and address any bullying promptly and effectively. Support will be provided to the pupil experiencing bullying, the pupil displaying bullying behaviour, any bystanders affected and, where appropriate, the wider school community.

Forms of Bullying

At St Joseph's, we consider the context within which incidents and/or behaviours of concern occur. We will carefully consider the motivations behind the behaviours and will take into account the age and stage of development of the pupils involved. Our focus will always be the safety and welfare of all children involved.

Bullying behaviour may include, but is not limited to:

- Physical bullying, including hitting, kicking, pushing, damaging property or other forms of physical intimidation.
- Verbal bullying, including name-calling, insults, threats, teasing or discriminatory language.
- Emotional or psychological bullying, including exclusion, humiliation, intimidation, manipulation or the spreading of rumours.
- Sexual bullying, including unwanted comments, gestures, touching, sexual harassment or sexualised behaviour.
- Bullying related to protected characteristics as defined by the Equality Act 2010, including race, religion or belief, sex, disability, gender reassignment and sexual orientation.
- Child-on-child abuse, including bullying, sexual harassment, online sexual abuse and other harmful behaviours.
- Online (cyber) bullying, including the misuse of social media, messaging platforms, gaming platforms, image sharing, misinformation, disinformation and the inappropriate use of artificial intelligence (AI) technologies.
- Bullying related to special educational needs and disabilities (SEND), family circumstances, care experience, appearance, health conditions, culture or faith.

School Ethos

St Joseph's, recognises that bullying can have a significant impact on a child's wellbeing, confidence, emotional health and ability to learn. We are committed to creating a safe, inclusive and supportive environment where all members of the school community are treated with dignity and respect.

Our community will:

- Challenge bullying and inappropriate behaviour whenever it occurs.
- Promote a culture of kindness, respect, inclusion and positive relationships.
- Regularly review policies, procedures and practice to ensure continued effectiveness.
- Identify and support vulnerable pupils, including those with SEND and those who may be at greater risk of bullying.
- Respond promptly and effectively to all concerns and incidents.
- Ensure that pupils feel safe, valued, listened to and supported.
- Encourage pupils to report concerns and know how to access help.
- Work in partnership with parents and carers and keep them informed where appropriate.
- Address concerns and complaints in accordance with school policies and procedures.
- Learn from best practice and seek advice and support from external agencies where appropriate.
- Foster a culture where differences are celebrated and diversity is respected.

Responding to Bullying

When bullying is reported, witnessed or suspected, the school will act promptly, proportionately and in accordance with safeguarding procedures.

The school will:

- Take all reports of bullying seriously and ensure that any pupil experiencing bullying is safe, supported and listened to.
- Investigate concerns promptly, involving the Headteacher, Deputy Headteacher and/or Designated Safeguarding Lead (DSL) where appropriate.
- Report and refer safeguarding concerns to the DSL without delay.
- Speak to all pupils and adults involved, gather relevant information and maintain appropriate records.
- Keep parents/carers informed, where appropriate, in line with safeguarding, confidentiality and data protection requirements.
- Implement appropriate support and interventions for all pupils involved.
- Apply sanctions, where necessary, in accordance with the school's Behaviour Policy.
- Consider restorative approaches where appropriate and safe to do so.
- Refer to external agencies, including Early Help, Children's Social Care or the Police, where appropriate and where safeguarding thresholds are met.
- Investigate incidents that occur off-site or online where they have an impact on pupils or the wider school community.
- Liaise with other schools, agencies and professionals where necessary.
- Record concerns, investigations, actions taken and outcomes in accordance with school procedures.
- Monitor incidents to ensure that bullying has ceased and that pupils continue to feel safe and supported

The school recognises that bullying may take place online and that cyberbullying can have a significant impact on pupils' wellbeing. Responding to online bullying forms part of our wider approach to safeguarding and online safety and is addressed through our curriculum, safeguarding procedures and

Responding to Cyberbullying

When responding to cyberbullying, the school will act swiftly, proportionately and lawfully, in accordance with safeguarding procedures and relevant legislation.

The school will:

- Act promptly when an incident is reported, witnessed or identified.
- Ensure that any pupil experiencing cyberbullying is safe, supported and listened to.
- Work with the pupil displaying bullying behaviour to prevent recurrence and promote positive online behaviour.
- Advise pupils to retain evidence, such as screenshots, messages or images, to support any investigation.
- Take reasonable steps to identify those responsible, which may include reviewing school systems, speaking with witnesses, contacting online platforms or service providers, and, where appropriate, involving the police.
- Work with pupils, parents/carers and online service providers to limit the spread of and, where possible, remove harmful content.
- Confiscate and search electronic devices where lawful, reasonable and proportionate, in accordance with school procedures and relevant statutory guidance.
- Apply sanctions, where appropriate, in line with the school's Behaviour Policy, whilst providing education, guidance and support to address underlying behaviours.
- Refer concerns to external agencies, including Early Help, Children's Social Care or the Police, where safeguarding thresholds are met or a criminal offence may have occurred.
- Record incidents, actions taken and outcomes in accordance with school procedures.
- Monitor and review incidents to ensure that cyberbullying has ceased and that pupils continue to feel safe and supported

Online Safety Advice

The school will provide pupils and staff with guidance on staying safe online, including:

- Not responding to or retaliating against abusive messages.
- Blocking, muting or removing contacts where appropriate.
- Reporting harmful content to online platforms.
- Reviewing and protecting personal information shared online.
- Seeking support from a trusted adult and reporting concerns promptly.

Attendance & Safeguarding

The school recognises that bullying can have a significant impact on a pupil's attendance, wellbeing and ability to engage in learning.

Where bullying is identified as a factor affecting attendance, the matter will be treated as a safeguarding concern and responded to in accordance with the school's safeguarding and attendance procedures. The school will work closely with pupils, parents/carers and relevant professionals to identify barriers to attendance, provide appropriate support and ensure that pupils feel safe in school. Attendance concerns linked to bullying will be monitored carefully, with appropriate interventions

implemented to support the pupil's welfare, safety and educational progress.

Alternative Provision (if applicable)

Where a pupil attends Alternative Provision (AP), the school will:

- Obtain written confirmation that appropriate safeguarding and safer recruitment checks have been completed by the provider.
- Maintain accurate records of the placement, including attendance, safeguarding and welfare information.
- Share relevant information with the provider to support the pupil's safety and wellbeing.
- Monitor the pupil's attendance, progress, behaviour and welfare throughout the placement.
- Review placements regularly, and at least termly, to ensure they remain safe, suitable and effective.
- Act promptly on any safeguarding, attendance or bullying concerns arising within the provision

Supporting Pupils

Pupils who have experienced bullying will be supported through:

- Immediate reassurance, safeguarding and pastoral support.
- Opportunities to discuss concerns with a trusted adult, including the Designated Safeguarding Lead (DSL), where appropriate.
- Support to rebuild self-esteem, confidence and positive relationships.
- Ongoing monitoring to ensure that the bullying has ceased and that the pupil feels safe and supported.
- Access to appropriate support services, including school-based interventions, parental involvement and counselling where available.
- Referral to external agencies where appropriate, including Early Help, Specialist Children's Services or CYPMHS

Pupils who have displayed bullying behaviour will be supported through:

- Discussion of the incident, its impact on others and the need for change.
- Opportunities to reflect on their behaviour and take responsibility for their actions.
- Involvement of parents/carers in supporting positive behaviour change.
- Education, guidance and targeted interventions to address behaviours, attitudes and underlying needs.
- Support to develop positive relationships, empathy and conflict-resolution skills.
- Removal of harmful online content and reporting to online service providers where appropriate.
- Appropriate sanctions in line with the school's Behaviour Policy.
- Ongoing monitoring and support to prevent further incidents.
- Referral to external agencies where appropriate, including the Police, Early Help, Specialist Children's Services or CYPMHS

Bullying of Adults

The school recognises that bullying, harassment or intimidation of adults, including staff, governors, volunteers and parents/carers, is unacceptable. Any concerns involving adults will be addressed promptly and appropriately through the relevant school policies and procedures, including staff conduct, grievance, complaints, safeguarding and disciplinary procedures where applicable.

Prevention

The school is committed to preventing bullying through a proactive and whole-school approach. This includes:

- Delivering an inclusive curriculum that promotes respect, diversity, equality and critical thinking.
- Teaching relationships, health and wellbeing through the RSHE and PSHE curriculum, including respect, consent, online safety and healthy relationships.
- Promoting a positive school culture through assemblies, worship, pupil voice activities, Anti-Bullying Week and other awareness-raising opportunities.
- Encouraging pupils to speak to a trusted adult and report concerns promptly.
- Providing appropriate support and safe spaces for vulnerable pupils.
- Promoting positive behaviour, kindness, inclusion and mutual respect throughout the school community.
- Providing staff with appropriate training and guidance to identify, prevent and respond to bullying effectively

Recording, Monitoring and Review

The school will record and monitor all reported incidents of bullying in accordance with school procedures.

- All incidents of bullying will be recorded and investigated appropriately.
- Records will include details of the incident, actions taken and outcomes.
- Patterns and trends will be monitored to identify any recurring issues or vulnerable groups.
- Bullying data will be reviewed by school leaders and reported to governors as appropriate.
- The effectiveness of the school's anti-bullying procedures will be reviewed regularly.
- This policy will be reviewed annually, or sooner if required by changes in legislation, guidance or school circumstances