Our Lady and St John's Catholic Primary School
Boston Park Road, Brentford, Middlesex, TW8 9JF
www.ourladyandstjohns.org.uk

Anti-bullying Policy

Policy Start Date	Policy Review Date	Frequency
Spring 2026	**Spring 2027**	**Annual**

- Our Lady and St John's Catholic Primary school is committed to a policy of inclusion, to equality and justice.
- We believe that bullying behaviour is totally unacceptable.
- We believe that where bullying is challenged effectively, pupils will feel safe and happy and we will demonstrate a school that cares.

Our Anti-bullying policy should be read in conjunction with our school's Behaviour policy.

Aims
Within Our Lady and St John's Catholic Primary school we want:
- All children to feel safe and to learn, play and enjoy the company of others.
- All children to be treated fairly, with respect and dignity.
- To listen carefully to what children have to say and to treat all children's accounts with due seriousness.

The nature of bullying
There are many definitions of bullying, but it is generally accepted to be:
- Deliberately hurtful (including aggression).
- Repeated often over a period of time.
- Difficult for victims to defend themselves against.

Bullying can take many forms, but three main types are:
- Physical - hitting, kicking, taking belongings.
- Verbal – name calling, insulting, making offensive remarks.
- Indirect – e.g. spreading rumours, unreasonable exclusion from social groups, being made the subject of malicious rumours.

Research shows that name calling is the most common direct form. This may be because of individual characteristics, but pupils can be called nasty names because of their ethnic origin, nationality or colour, or some form of disability.
Pupils' understanding varies with age. KS1 children may confuse bullying with arguing and nasty experiences generally- making it difficult to identify actual bullying. KS2 children tend to develop more mature understanding.

Involving parents
Parental support is one of the keys to the success of our Anti-bullying policy. We aim to consult and communicate with parents on a regular basis.

What should parents do if they feel their child is being bullied?
Any parent contacting the school with a particular concern will always be taken seriously.
The first point of contact for the parent is the child's class teacher.
The class teacher will pursue the following steps:

- Recognise that the parent may be angry or upset
- Make it clear that the school does care and that appropriate action will be taken
- Explain the agreed school procedures and policy and ensure these are followed.

If a parent doesn't feel that the situation has been dealt with adequately by the class teacher, then the next stage is to contact the Deputy Headteacher. If they feel the situation has still not been resolved, then an appointment must be made to see the Headteacher.

Strategies in school to prevent bullying behaviour

- Making clear links between our Anti-bullying policy and Behaviour policy.
- Recording incidents using CPOMS – online, internal tracking system.
- Being aware that even the youngest children can understand the consequences of their own actions.
- Listening carefully to pupils and providing opportunities for them to express views and opinions- for example during circle time.
- Multi-agency work – working with social services, police etc.
- Involving parents and the wider community.
- Making use of curriculum opportunities to raise pupil awareness including through Assemblies, RE, and PSHE.
- Including all staff in training.
- Teaching children to say 'no' when appropriate or to get help.
- ELSA support

Dealing with Reported Incidents of Bullying
At Our Lady and St John's Catholic Primary school we adhere to 5 key points

1. Never ignore suspected bullying
2. Don't make premature assumptions
3. Listen carefully to all accounts – several pupils saying the same thing does not necessarily mean they are telling the truth
4. Adopt a problem-solving approach
5. Follow up repeatedly, checking bullying has not resumed

If a child has been bullying, the action taken will depend on the severity of the incident.
Please see the school's Behaviour policy and Equality policy.

Monitoring and evaluating the policy
The policy will be regularly monitored and evaluated by the Senior Management Team and class teachers; through the following methods:

- Checking CPOMS for any patterns in behaviour
- Talking with pupils, for example in circle time/PSHE lessons
- Playground observations
- Interventions for example social stories and ELSA support

Headteacher:	mkelliher	**Date:**	**Spring 2026**
Chair of Governing Body:		**Date:**	**Spring 2026**