Our Lady of Walsingham Catholic Primary School

Anti-Bullying Policy

Adopted by Local Academy Committee: Autumn 2026

Review date: Autumn 2027

OUR LADY OF WALSINGHAM CATHOLIC PRIMARY SCHOOL
Occupation Road, Corby, Northants, NN17 1EE

HEADTEACHER Maire Hayes **WEBSITE** www.ourladys.co.uk
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@OLWSchool Our Lady's



Our Lady of Walsingham Catholic Primary School is a learning community based on Gospel values. We aim to develop our pupils by encouraging their growth as spiritual and moral individuals who have the confidence to make the best choices. We encourage them to aspire to achieve and to realise their full potential. We nurture our children as they grow into responsible members of our community and to develop a lifelong love of learning.

Hand in hand with God, we love, live and learn.

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This is a live document and will be reviewed as necessary where changes are needed to current practice.

Introduction

At Our Lady of Walsingham, we believe it is every child's right to enjoy their school life feeling safe, secure and free from hurtful or harmful experiences. We aim to provide a safe, caring and friendly environment for all our pupils, to allow them to learn effectively, improve their life chances and help them to maximise their potential. We are committed to fostering healthy personal relationships and create a positive, caring and supportive community.

This policy is available on the school website here. This policy was formulated in consultation with the whole school community with input from members of staff, governors and parents/carers. Our policy was developed with input from pupils. This policy is reviewed periodically and updated every year as required.

Rationale

This policy, alongside our Safeguarding and Child Protection Policy (with particular reference to the section on Child on Child abuse) Behaviour Policy and all other relevant policies, is designed to ensure that as a school we are alert to the signs of bullying and act promptly and fairly against it. Bullying is always undesirable behaviour and is never tolerated.

Luke 6:31
"Do to others as you would have them do to you."

This reminds us not only are we encouraging the children to consider their actions, but that the adults in school consider the way in which we react to and support children when they have made mistakes.

We are committed to providing a friendly, nurturing and safe environment for all pupils so that they can learn in a relaxed and secure atmosphere. We are an open, caring school and encourage children to share their concerns or worries with adults within the school, including members of our pastoral team. Anyone who knows or suspects that bullying is happening is expected to tell the staff. Everyone has a right to be treated with respect and no one deserves to be a victim of bullying. Pupils who are bullying need to learn different ways of behaving. We take our role very seriously in tackling bullying outside the school premises and ensure that we follow similar procedures to prevent bullying.

Inclusion

All children at Our Lady of Walsingham are explicitly taught to value and respect each other irrespective of sex, gender, race, religion or disability. This is underpinned by the children's personal, social, health and economic (PSHE) education and relationships and sex education (RSE) through the PSHE scheme of work and through the 'TenTen' programme, our whole school values and the school's commitment to spiritual, moral, social and cultural (SMSC) development.

Aims

This policy aims to:

- Ensure all staff, pupils and parents have a clear understanding of what bullying is;
- Inform children and parents of the school's expectations and to foster a productive partnership, which will help to maintain a bully free environment;
- Show commitment to overcoming bullying by taking all incidents of bullying seriously and laying out processes for dealing with them consistently and effectively;
- Promote a secure and happy environment free from threat, harassment and bullying.

Definition of bullying

However hard we try, it is inevitable that conflicts will sometimes occur. In these conflicts, children may hurt each other's feelings. This behaviour is never desirable but it does happen. We believe that it is more appropriate to help children understand how they may have hurt each other, and to consider different ways to behave, than it is to 'punish' them.
Occasionally, hurtful behaviour can become bullying. Bullying differs from teasing or falling out with friends or other types of aggressive behaviour when it is **persistent** and either:

- There is a **deliberate intention** to hurt or humiliate, or
- There is a **power imbalance** that makes it hard for the victim to defend them self.

Friendship fall outs are seen as accidental or occasional, with no power imbalance or hierarchy. In friendship fallouts, those involved show remorse and want to resolve the situation. At Our Lady of Walsingham, we teach children the acronym 'STOP' (Several Times On Purpose) to help them differentiate between bullying and other situations as not all hurtful behaviour is bullying.
Although bullying can occur between individuals, it can often take place in the presence of others (virtually or physically) who become the 'bystanders' (see below for the role of the bystander).

Forms of bullying can be:

- Verbal – persistent name calling, hurtful remarks, taunting, offensive remarks, threats;
- Relational - causing harm to a person by damaging friendships and feelings of group acceptance. This can include behaviours that are much more hidden than other forms of bullying, and are often tied up among friendship groups. For example, the spreading of rumours, gossiping, being excluded from groups and social events or using friendship as a bartering tool.
- Physical – kicking, hitting, taking and damaging belongings;
- Racial – this can be identified by the motivation of the bully, the language used and/or by the fact that victims are singled out because of the colour of their skin, the way they talk, their ethnic grouping or by their religious or cultural practices;
- Sexual;
- Sexist, Homophobic, bi-phobic, transphobic, question-phobic - comments, taunting or rumours;
- Cyber – inappropriate messages, sharing or sending offensive and/or degrading photographs or video clips, inappropriate comments on social media and gaming sites;
- SEND related– bullying that targets a child because of their Special Educational Needs and Disability.

All forms of bullying are treated equally seriously.

Equality Act
Schools are classified as public bodies and are required by law to comply with the Equality Act of 2010 by:

- Eliminating unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advancing equality of opportunity between people who share a protected characteristic and people who do not share it;
- Fostering good relations between people who share a protected characteristic and people who do not share it.

Protected characteristics are age, disability, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Vulnerable groups

Certain groups of children are known to be particularly vulnerable to bullying by others. These may include pupils with SEND, young carers, looked after children, previously looked after children, those from ethnic and racial minority groups and those young people who are perceived as lesbian, gay, bisexual, transgender or questioning their gender role.

The role of the bystander

A bystander is "a person who does not become actively involved in a situation where someone else requires help" and in this way is understood to be a passive observer, an onlooker who watches something happening, but stays on the side-lines and doesn't intervene or get help, even if someone needs it. At Our Lady of Walsingham, we encourage all our pupils not to be bystanders, and teach that all children have a responsibility to report bullying, or other unkind behaviour, if they see it. They also have a responsibility not to get involved in the bullying behaviour and to stand up to the perpetrators.

Prevention of bullying

We work in a proactive way to teach children the essential social and emotional skills they need to make happy and effective relationships. To fulfil our aim of providing a friendly and safe environment for all pupils, so that they can learn in a relaxed and secure atmosphere, the following strategies are used:

- **Restorative approaches:** Staff ensure a consistent, positive and mediatory approach is used to deal with issues between children in the school;
- **Raising awareness of bullying**: Bullying is discussed regularly including in Computing, PSHE, assemblies and through 'Anti-Bullying Week';
- **Our Lady of Walsingham virtues:** Children are encouraged to think about our school virtues through assemblies and class discussions, which are regularly linked to bullying;
- **PSHE programme:** Children are informed of their right to be and feel safe through our PSHE scheme of work
- **Regular e-safety updates:** These are communicated to parents in the newsletter, on our website, through our My Child at School system and via our Social Media Pages.
- **E-safety training:** Children learn about this in computing and PSHE lessons and their understanding is built up throughout the school;

- **External e-safety training** for staff, children and parents;
- **Sports Crew:** children in older year groups, supervised by member of staff, teach younger children new games and help them to play together;
- **Positive, active play** is encouraged at lunchtimes through effective deployment of lunchtime supervisors;
- **Celebrating success**: through our weekly VIP assemblies and our termly 'ambassador' awards. This is in addition to the individual ways that the teachers celebrate success within their own classrooms.
- **Class and whole school rules and behaviour policy:** staff receive at least annual training to ensure that there is consistency of approach.

Reporting and Responding To Bullying

- At Our Lady of Walsingham, we encourage pupils who have been bullied to try and report this to a member of staff.
- Pupils who see others being bullied should report this to a member of staff (see above about pupil bystanders)
- Members of staff who receive reports that a pupil has been bullied will deal with it in the first instance and report it to the head-teacher and other safeguarding leads. Bullying is a usually a red zone behaviour, as detailed in the school's behaviour policy. See the flowchart (Appendix 1) for Our Lady of Walsingham's procedure for dealing with allegations of bullying.
- Reports of bullying will be logged by members of staff via our online monitoring system. Incidents and patterns of behaviour are also tracked through our school behaviour and safeguarding tracking system. The analysis is used to impact practice and policy. For example, identifying and addressing potential bullying hotspots.
- Where bullying is of a sexual nature, we will follow the school's child protection procedures;
- We report bullying incidents termly to the Local Academy Committee and the Board of Trustees;
- Where a serious assault or wounding has occurred, we will inform the police.
- Any reported bullying or harassment of staff will be dealt with through the Trust's Harassment Policy.
- All reports will be taken seriously. As detailed in Appendix 1, incidences of bullying will be dealt with on an individual basis, depending on the situation and the type of bullying reported.

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Support for children involved in bullying incidents

At Our Lady of Walsingham, we provide support for all children, in order for them to attend school feeling safe, valued and happy. In the case of confirmed bullying incidents, we provide support for both the victim and the bully, using a range of resources such as restorative justice techniques and pastoral support. If appropriate, we may offer support from our Learning Mentor, Family Support Worker or other outside agencies. This support will be tailored to the individuals as needed. As previously mentioned, our PSHE programme, school values and ethos all centre on fostering positive relationships and caring for one another.

Procedure for Dealing with Allegations of Bullying and Complaints

Please see the flowchart in appendix 1.

If you feel that your concerns have not been fully addressed, please consult the Head teacher or Chair of the Local Academy Committee. If you are still concerned, contact can be made with our Trust (Our Lady Immaculate Catholic Academies Trust) using this link.

Our Lady of Walsingham's role in tackling bullying outside school premises

Schools are not responsible for bullying that occurs off the premises, but we know that bullying can occur outside the school gates and on journeys to and from school. The bullying may be done by pupils from our own school, by pupils from other schools or by people who are not at school at all. Where a pupil or parent tells us of bullying off the school premises we will:

- Talk to pupils about how to avoid or handle bullying outside of school.
- Support pupils pastorally where we can
- Talk to the headteacher of another school whose pupils are bullying, if applicable.
- Talk to the police, if necessary.

Roles and Responsibilities

The head-teacher, Maire Hayes, has overall responsibility of the policy and its implementation and liaising with the Local Academy Committee, parents/carers, Our Lady Immaculate Catholic Academies Trust.

Additionally other key staff members will support with the implementation of this policy including:

Mrs. Rachael Simpson: Deputy Head Teacher
Mr. Luke Politano: Inclusion Manager

Miss Sami Scott: Learning Mentor
Mrs. Gaynor Martin: Senior Deputy Designated Safeguarding Lead; Family Help Coordinator

Collectively, their responsibilities are:

- Policy development and review, involving pupils, staff, parents, governors and relevant local agencies,
- Coordinating strategies for preventing bullying behaviour
- Implementing the policy and monitoring and assessing its effectiveness in practice
- Ensuring evaluation takes place and that this informs policy review
- Managing bullying incidents
- Managing the reporting and recording of bullying incidents
- Assessing and coordinating training and support for staff and parents/carers where appropriate
- Coordinating strategies for preventing bullying behaviour

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Appendix 1

Step One: Allegation is Made by:
- The child
- The child's parents
- Another child
- Another adult in the school

Step Two: Investigation
- Child speaks with member of staff
- Information gathered from other children/witnesses
- Mediatory approaches used if appropriate to the situation

Bullying
- Persistent
- Deliberate
- Power Imbalance

Friendship Issue

Step Three: Information Sharing
- Parents informed of their child's involvement
- Relevant members of staff informed

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- Relevant members of staff informed

Step Four: Action Taken
- Strategies and actions agreed by members of the Senior Leadership Team, with regard to the guidance on child on child abuse from KCSIE 2024)
- Situation monitored by child's class teacher and member of the SLT
- Review meetings with children to ensure matters are resolved fully within a set time.
- Incident reported to Local Academy Committee

Step Four: Action Taken
- Class teacher/member(s) of pastoral team support all parties involved.
- Relevant members of staff informed and to monitor

Step Five: Further Action

- If there is a repeat of the bullying behaviour, additional consequences will be considered including:
  - Formal meeting with parents
  - Internal exclusion
  - Additional consequences e.g. lunch time exclusion
  - fixed term exclusion;
  - referral to outside agencies