

St John Fisher Catholic Primary School

When You Love To Learn
You Learn To Love



Anti-Bullying Policy

March 2025

Review: March 2026

1. Mission, Ethos and Statement of Intent

We stand united in our faith with the courage to build a loving world of truth, justice, peace and wisdom.

We believe that every person is created in the image and likeness of God and deserves to be treated with dignity, respect and love. Rooted in the life and teachings of Jesus Christ, and guided by Gospel values of love, justice, forgiveness and reconciliation, our school strives to create a community where every child is cherished, protected and able to flourish.

Bullying is wholly incompatible with our Christian mission. We are committed to:

- Nurturing a safe, loving and inclusive environment.
- Ensuring bullying of any kind is not tolerated.
- Responding to all concerns swiftly, fairly and consistently.
- Promoting a culture of respect, compassion and solidarity, consistent with Catholic Social Teaching.

2. Legal and Statutory Framework

This Anti-Bullying Policy complies with:

- Education and Inspections Act 2006
- Children Act 1989 & 2004
- Keeping Children Safe in Education (KCSIE)
- Behaviour in Schools (DfE)
- Preventing and Tackling Bullying (DfE)
- Equality Act 2010
- Working Together to Safeguard Children
- Bexley Safeguarding Partnership guidance

The Equality Act 2010 requires schools to eliminate discrimination, advance equality of opportunity and foster good relations. This policy recognises that bullying related to protected characteristics—including disability, race, religion, sex, sexual orientation, gender reassignment and pregnancy/maternity—is unlawful and requires robust, proactive response.

3. Definitions

Bullying is defined as repeated behaviour intended to cause physical or emotional harm, involving an imbalance of power.

Forms include:

- Physical
- Verbal
- Social / Relational
- Cyberbullying
- Prejudice-based bullying

Child-on-child abuse may include sexual harassment, coercion, violence, exploitation, harmful sexual behaviour, or abuse within peer relationships.

All bullying and child-on-child abuse are safeguarding issues.

4. Aims and Objectives

We aim to prevent bullying, ensure clear reporting routes, respond promptly, support all children involved, and work in partnership with families and agencies.

5. Roles and Responsibilities

Governors, Headteacher, DSL, all staff, pupils and parents have specific responsibilities in preventing and addressing bullying.

6. Prevention

Prevention is embedded through Catholic life, curriculum teaching, supervision, environment, staff training and pupil voice activities.

7. Reporting Bullying

Pupils can report concerns to staff or via worry boxes. Parents report to class teachers, phase leaders or senior staff.

Children with SEND or communication barriers may require alternative reporting routes such as visual communication systems, assisted reporting, emotion check-ins or structured prompts.

All reports of bullying are taken seriously, including anonymous disclosures.

8. Responding to Bullying

Incidents are investigated, actions are taken, parents are informed, and support is put in place for all children involved. Safeguarding referrals are made where needed.

9. Bullying Beyond the School Day

The school may respond to bullying occurring off-site, including online, where it impacts pupils in school.

10. Pupils with SEND or Vulnerabilities

We recognise increased vulnerability and provide reasonable adjustments and extra support.

11. Recording and Monitoring

All incidents are recorded securely. Patterns are analysed and used to inform improvement.

12. Communication of the Policy

The policy is published on the website and communicated to staff, pupils and parents.

13. Complaints

Unresolved concerns follow the school complaints procedure.

14. Monitoring and Review

Reviewed annually or earlier if needed by leadership and governors.

15. Addendum: Catholic Social Teaching (CST)

1. Human Dignity - Bullying violates the God-given dignity of each child.
2. The Common Good - A safe community helps everyone flourish.
3. Solidarity - We stand with children who suffer.

4. Option for the Vulnerable - We prioritise the most at-risk pupils.
5. Peace, Forgiveness & Reconciliation - We promote restorative practice.
6. Participation - Every child has a right to contribute to school life.
7. Stewardship - We care for one another and our shared environment.