



St. Ethelbert's RCP School

Anti-Bullying Statement

Love, Care, Share...

Love learning as friends;

Care for our community as neighbours;

Share our faith in Jesus as disciples.

The Definition of Bullying

Bullying is defined as deliberately hurtful behaviour, **repeated over a period of time** where it is difficult for those being bullied to defend themselves. It can take many forms, but the three main types are physical (e.g. hitting, kicking, theft), verbal (e.g. name calling, racist remarks) or indirect (e.g. spreading rumours, excluding someone from social groups).

Single incidences of physical or verbal attack or behaviour which is hurtful must also be taken seriously and dealt with.

In line with our Mission Statement, St. Ethelbert's aims to 'care for our community as neighbours', treating everyone with dignity, respect and consideration, whilst valuing the diversity of our community. Bullying will often include elements of discrimination and this will be challenged and responded to appropriately. This includes racist, homophobic, transgender or religious intolerance.

The school will refer to the LA guidelines for dealing with racial harassment.

Our policy and procedures will pay due regard to the guidance given in 'Keeping Children Safe in Education' (2025); 'Working Together to Safeguard Children' (2020) and the 'Framework for Action' (Bolton Safeguarding Children Board).

Responsibilities

Headteacher

The Headteacher has a legal duty to take measures to prevent all forms of bullying among pupils. As the Designated Person for Child Protection, she is responsible for monitoring bullying and reviewing the Anti-Bullying policy at St. Ethelbert's.

School

All members of St. Ethelbert's community have a responsibility to develop an ethos where everyone:

- Feels valued for his/her own personal worth and contribution
- Is treated with respect and kindness and encouraged to develop an empathy with others
- Is able to teach and learn and offer and receive support
- Is provided with opportunities to realise his/her unique potential and resolve his/her own problems
- Is able to feel safe from intimidation, threat or harm
- Is friendly, courteous and cooperative
- Treats property with respect
- Understands the risks of social media; the internet

St. Ethelbert's will not tolerate bullying by any member of the school community. We address bullying within the curriculum in order to give pupils an understanding of what bullying is, develop skills to prevent and deal with bullying situations, and attitudes which promote responsibility. Staff at St. Ethelbert's act as positive role models for pupils.

Responding to incidents of bullying

All staff must:

- Be vigilant about bullying, vigorous in investigating it and involve pupils in discussing it and countering it
- Report bullying incidents to the Headteacher who will record details
- Parents must be informed if unacceptable behaviour continues and appropriate strategies discussed and agreed
- If bullying continues, suspension may be considered appropriate
- Governors would be informed of serious misconduct/bullying which led to suspension / exclusion procedures

All staff are expected to:

- Never ignore bullying
- Be assertive not aggressive
- Adopt a problem solving approach
- Give children time to talk
- Involve parents as early as possible

Pupils should:

- Be involved in the development and review of behaviour and anti-bullying policies and practice
- Learn about what constitutes bullying and what to do about it
- Have opportunities to develop the skills to resist bullying and deal with bullying
- Be aware that knowing about bullying by or to others and doing nothing is unacceptable
- Be made aware that it is 'ok to tell' if they are being bullied or if they know someone else is being bullied, and that they will receive practical help if they do so
- Be made aware of who to contact if they have concerns about bullying
- In line with our Behaviour Policy, those who have carried out the bullying, should be engaged in a restorative conversation with the victim and key adults.

In this way, they will hopefully recognise the effect their behaviour has on other people

Reviewed September 2025