



Anti-bullying Policy

2025-28

St Bartholomew's CE MAT

CEO SIGNATURE

n/a – operational (non-statutory)

CHAIR OF TRUST BOARD SIGNATURE

18/07/2025

DATE

Summer 2028

NEXT REVIEW DATE



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1. Aims

The aim of the anti-bullying policy is to set out policy and procedure that underpins action to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues are addressed will pupils be able to benefit from the opportunities available at school.

All schools in St Bartholomew's CE MAT work towards the following aims through their culture and personal development curriculum:

- To prevent bullying by creating a positive and respectful school culture.
- To ensure that all pupils and staff know what bullying is and how to respond.
- To support children who are bullied and help those who bully to change their behaviour.

2. Definitions of Bullying

For the purpose of this policy, "bullying" is defined as persistent behaviour by an individual or group with the intention of verbally, physically, or emotionally harming another person or group. Bullying is generally characterised by:

- Emotional- being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical- pushing, kicking, hitting, punching or any use of violence
- Racist- racial taunts, graffiti, gestures
- Sexual- unwanted physical contact or sexually abusive comments
- Homophobic- because of, or focusing on the issue of sexuality
- Verbal- name calling, sarcasm, spreading rumours, teasing
- Cyber- all areas of internet, such as email & internet chat room misuse, mobile threats by text messaging and calls, misuse of associated technology i.e. camera and video facilities

3. Roles and Responsibilities

- Staff: All school staff are responsible for being alert to signs of bullying and responding appropriately. Teachers and staff model respectful behaviour and help children resolve conflicts fairly.
- Pupils: Children are encouraged to be kind, speak up if they see or experience bullying, and support their classmates.



- Parents and Carers: We ask parents to report concerns, encourage positive behaviour at home, and support school policies.
- Leadership Team: The headteacher and senior staff ensure this policy is followed, investigate reports of bullying, and monitor trends.

4. Prevention Strategies through personal development curriculum

- Weekly PSHE (Personal, Social, Health and Economic) lessons that teach empathy, kindness, and conflict resolution.
- Assemblies and activities during Anti-Bullying Week.
- Class charters and school rules that promote respect and responsibility.
- A safe space or "worry box" where children can share concerns privately.
- Staff training to identify and respond to bullying effectively.

5. Training

Issues are responded to in relation to the school's CPD policy. The school utilises opportunities provided through the area team. This has included training for staff, children and midday supervisors.

6. How the policy is shared

The policy is shared with the Trust Board, Local Governing Board for each school in the Trust, and all staff. Issues arising from it are also shared with children. The policy is also available to parents on request.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

Schools' teaching and support staff must be alert to signs of bullying and act promptly and firmly against it in accordance with school policy.



7. Statutory duty of schools

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils. At St Bartholomew's CE Multi Academy Trust, this is actioned at Trust level by the CEO.

8. Implementation

Schools

The following steps may be taken when dealing with incidents of bullying:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded using the agreed school's reporting procedure and given to the Headteacher/Head of School (an example of this is included in Appendix 1 but schools will have their own agreed procedures)
- The Headteacher/Head of School (or nominated officer) will interview all concerned and will record the incident in line with the school's agreed procedures
- Teachers will be kept informed and if bullying persists will advise other teaching and support staff
- Parents will be kept informed
- Punitive measures may be used as appropriate and in consultation with all parties concerned

Pupils

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Informing parents or guardians to help change the attitude of the pupil



The following disciplinary steps can be taken:

- Official warnings to cease offending
- Supervised detention during the school day
- Exclusion from certain aspects of school life
- Internal exclusion
- Suspension
- Permanent exclusion

Within the curriculum the school will raise the awareness of bullying through PSHE, worship, special friendship weeks, distribution of bullying information booklets to all parents and subject areas, as appropriate, in an attempt to eradicate such behaviour.

9. Monitoring, evaluation and review

The Trust will review this policy every three years and assess its implementation and effectiveness. The policy will be promoted and implemented throughout each school in the Trust.



Appendix 1 - Bullying Incident Report Form

Date of
Incident

Time of
Incident

Nature/Type of Incident (Please Tick)

Isolation/Being Ignored or Left Out

☐

Personal possessions taken /
damaged

☐

Physical

☐

Written

☐

Verbal Ridicule(Name-Calling,
Taunting, Mocking)

☐

Spreading Rumours

☐

Cyber (Email, Internet, Text)

☐

Other (please specify)

☐

Details of Young People involved

	Names	Year Group	Gender	Ethnic Origin Code	Role*
1					
2					
3					
4					
5					
6					

*Role: V Victim

P Perpetrator

A Associate

B Bystander

Location of Incident (Please Tick)

Classroom

☐

School Bus

☐

Playground/Yard

☐

Outside/Around School Gates

☐

Corridor

☐

To/From School

Toilet

Repeat offence Yes/No

☐

If you feel the incident was motivated by any of the following please tick:

Appearance

☐	☐
☐	☐
☐	☐
☐	☐

Race/Ethnic Origin

☐

Disability/SEN

Sexual Orientation

Gender/sexism

Home circumstances, including LAC

Religion



Brief summary of Incident

Action Taken
Generally
With Individuals (as noted on page 1)
1.
2.
3.
4.
5.

In “Action Taken”, please include any suspensions, parental involvement, or involvement with external agencies.

Form completed by:	Date:
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