



ST THOMAS MORE CATHOLIC SCHOOL

Anti Bullying Policy

THIS POLICY SHOULD BE READ IN CONJUNCTION WITH OUR
SUSPENSION & EXCLUSION, RELATIONSHIPS & SEX EDUCATION,
ATTENDANCE AND BEHAVIOUR POLICIES

Review Frequency:	Annually	Review Authority:	Senior Management Team
Review and Approval Date:	January 2026		
Next Review Date:	January 2027		

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1. Introduction

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The four main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks)
- indirect (spreading rumours, excluding someone from social groups)
- cyber bullying (using electronic forms of contact, repeatedly over time)

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 St Thomas More School.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

2. Mission Statement

The mission of St Thomas More School is to develop each member of the school community so that everyone involved can reach their full potential in the light of the teachings of Christ and the values portrayed in the Gospels.

3. Aim

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied.

All staff, both teaching and support staff, must be alert to the signs of bullying and act promptly and firmly in accordance with school policy.

4. Prevention of Bullying

At St Thomas More we work as a community to reduce bullying in order to promote a positive and inclusive school ethos and create a safe, healthy and stimulating environment. Alongside the school's responsive strategies for dealing with incidents of bullying, the school adopts as part of our pastoral system, a whole school approach to implementing proactive and preventative interventions at a school, class and individual level to reduce bullying.

Through our pastoral programme, assemblies and National Anti-Bullying week, aspects of personal and social behaviour will be taught so children can:

- Recognise bullying behaviour

- Know that they should speak out
- Have the confidence to do so if they are being bullied
- Know who to speak to
- Feel confident that they will be listened to and supported
- Make them fully aware that bullying is a serious breach of the school rules and will not be tolerated.

5. Implementation

The following steps must be taken when dealing with incidents:

- If you think you are being bullied you should report it straight away to a teacher, report it online using the report an incident form on the student dashboard page or by using our #neverok campaign by emailing neverok@stthomasmore.org.uk. There are also QR code links to the report an incident form and the #neverok email address in the student diaries.



— Report a Problem —



— Email #neverok —

- If you suspect someone else is being bullied you should report it straight away to a teacher, report it online using the report an incident form on the student dashboard page or by using our #neverok campaign by emailing neverok@stthomasmore.org.uk.
- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached. Details of the incident must be passed to the Head of House.
- The Head of House / Assistant Head Pastoral / Deputy Head Pastoral will interview all concerned.
- Parents of all parties will be informed of the incident.
- The details of the bullying incident, actions and follow up will be logged on the central safeguarding record. The affected parties will be checked on periodically to ensure that there have been no further incidents.
- Form tutors will be kept informed and if it persists the form tutor will advise the Head of House / Assistant Head Pastoral / Deputy Head Pastoral.
- Punitive measures will be used as appropriate.

6. Pupils

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a senior member of staff who is experienced in dealing with these issues
- reassuring the pupil
- offering ongoing 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 wrongdoing and need to change
- informing parents or guardians to help change the attitude of the pupil

7. Addressing Bullying Behaviour

Make sure the child knows what the problem behaviour is. Young people who bully must learn their behaviour is wrong and harms others.

Calmly tell the child that bullying will not be tolerated. Model respectful behaviour when addressing the problem.

Work with the child to understand some of the reasons he or she bullied. For example:

- Sometimes children bully to fit in. These children can benefit from participating in positive activities. Involvement in sports and clubs can enable them to take leadership roles and make friends without feeling the need to bully.
- Other times children act out because something else—issues at home, abuse, stress—is going on in their lives. They also may have been bullied. These children may be in need of additional support, such as [mental health services](#).

Use consequences to teach. Consequences that involve learning or building empathy can help prevent future bullying. For example, the child who bullied can:

- Lead a class discussion about how to be a good friend.
- Write a story about the effects of bullying or benefits of teamwork.
- Make a presentation about the importance of respecting others, the negative effects of gossip, or how to cooperate.
- Do a project about civil rights and bullying.

- Read a book about bullying.
- Make posters for the school about cyberbullying and being smart online.

Involve the child who bullied in making amends or repairing the situation. The goal is to help them see how their actions affect others. For example, the child can:

- Write a letter apologising to the student who was bullied.
- Do a good deed for the person who was bullied or for others in your community.
- Clean up, repair, or pay for any property they damaged.

If the bullying continues or if it is deemed to be more serious it may result in:

- exclusion from certain areas of school premises
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion

8. Monitoring, Evaluation and Review

The school will review this policy annually and assess its implementation and effectiveness. Bullying incidents will be logged by HOH and closely monitored. Should the bullying be a hate crime then the authority central record will be updated.

The policy will be promoted and implemented throughout the school.