



ST. JULIAN'S
SCHOOL FOUNDED IN 1932

Anti-Bullying Policy

Updated June 2025. Revised for the academic year 2025/26.

1. The purpose of this policy

All students at St. Julian's School have the right to participate in school life and to enjoy their learning in an environment that is safe and respectful. Bullying is unacceptable at St. Julian's and will not be tolerated.

Our Reason to Believe: 'Learning Together To Shape A Brighter Future' and the 6Cs of compassion, curiosity, collaboration, communication, courage and citizenship guide our expectations for positive behaviour at St. Julian's School.

This policy aims to:

- Support students and staff in embodying the 6Cs.
- Encourage a school climate where bullying does not occur.
- Ensure that community members understand what constitutes bullying.
- Encourage everyone to actively challenge and report incidents of bullying.
- Ensure that bullying is taken seriously and dealt with appropriately.

St. Julian's School is committed to upholding the United Nations Convention on the Rights of the Child (UNCRC)¹. As such, this policy will be applied in the understanding that children have the right to protection from all forms of harm.

The School adheres to the UNCRC commitment that all children should be supported to grow up in an atmosphere of happiness, love, and understanding, and will take proactive steps to ensure that all students feel safe

This Policy interacts very closely with the School's Behaviour Policy and should be read in conjunction with it. The School also makes reference to the Programa Nacional de Prevenção e Combate ao Bullying e ao Cyberbullying (The National Plan to Prevent and Combate Bullying and Cyberbullying) with a multidisciplinary approach that includes preventative programmes of education and teaching alongside robustly addressing issues of bullying as they arise.

2. Definition of Bullying

Bullying is intentional behaviour that hurts someone else, repeated over a long period of time. Bullying may cause physical and/or emotional harm and can take place in a range of forms:

¹ www.unicef.org/child-rights-convention/convention-text. A child-friendly version is available at www.unicef.org/child-rights-convention/convention-text-childrens-version.

- **Physical** - A child can be punched, pushed, kicked, hit, spat at, tripped up or attacked in some other way.
- **Verbal** - Verbal abuse can take the form of name-calling. It may be directed towards gender, ethnic origin, religion, physical appearance, social disability, or any other individual characteristics.
- **Exclusion** - A child can be bullied simply by being excluded from discussions, conversations, or activities by those they believe to be their friends.
- **Damage to property or theft** - Students may have their property damaged or stolen. Threats may be used by the bully to force the student to hand over property.
- **Emotional** - Students being intentionally unfriendly, tormenting looks, spreading rumours.
- **Cyber** - Cyberbullying takes place online, e.g. via social networks, gaming platforms, or mobile phone messaging, or any other digital channel. Sometimes, bullying can take place online and offline at the same time.

The School recognises that certain students may have characteristics which make them more vulnerable to the risk of harm. In accordance with the UNCRC, the School recognises that all children and young people, regardless of race; colour; sex; language; religion; political or other opinion; national or social origin; property status; birth status; disability; sexual or gender identity; or other characteristic(s); have equal rights to protection and support. The School's Diversity, Equity and Inclusion (DEI) Coordinator will be involved in any cases of bullying related to protected characteristics, to ensure that students receive personalised support.

3. Promoting a Positive Learning Environment

At St. Julian's, we take a range of proactive steps to prevent bullying and educate students to do so. This includes:

- Educating students about building and maintaining positive relationships
- Embedding the 6Cs across the curriculum and in all school activities
- Promoting respectful attitudes among all members of the community
- Promoting a whole-school ethos that is opposed to all forms of bullying
- Supporting students in identifying and regulating their emotions
- Ensuring appropriate supervision in the classroom and playground
- Addressing lower-level concerns through restorative practice
- Implementing proactive strategies and programmes to reinforce support for anti-bullying
- Applying the school's Behaviour Policy rigorously
- Ensuring that students and staff know that bullying is not acceptable in our school and how to report any concerns.

4. Responding to Bullying

The School recognises that bullying is a complex issue. It is important to deal with incidents of bullying sensitively and to ensure that support is put in place for all students involved.

With this in mind, any intervention will be planned thoughtfully with the needs and wishes of those affected at the forefront of the process.

The School acknowledges that:

- Incidents of bullying must be resolved.
- Those affected by bullying must be listened to and taken seriously.
- Human relationships and dynamics between students are complex, and there may be different perspectives among the students involved.
- It may not be possible to establish the full details of an incident of bullying, although every effort will be made to establish what happened.
- Past patterns of behaviour must be considered.
- Both students who are affected by bullying and those who engage in bullying will need support.
- Home-school partnership and the involvement of families will be important to ensure that all students involved are supported both at home and at School.

The School will personalise its approach to bullying depending on the situation and the needs of the students involved. The first step will always be to listen to the voice of those affected as they recount their experience. Any next steps will then be determined in collaboration between the student(s), their family, and the School, to ensure that they feel involved and supported throughout the process.

5. Disciplinary action

The School takes all situations of bullying seriously and will use reasonable judgment when determining whether bullying has taken place. Where disciplinary action is appropriate, the School will apply its Behaviour Policy.

Disciplinary sanctions issued will be appropriate to the child's age and developmental stage. For example, a younger pupil may be suspended from using the playground at break and/or lunchtime, while an older student may be suspended from school or recommended for permanent expulsion to the Head, depending on the circumstances involved. Parents/guardians will be kept informed and involved in the disciplinary process. See the Behaviour Policy for further details.

Due to the complex nature of bullying, additional monitoring will be required even after an incident has been dealt with, in order to ensure that the situation is fully resolved. If bullying continues after an intervention has taken place, the student is likely to be referred for permanent expulsion.

6. Additional monitoring and support

Both those affected by bullying and those who have engaged in bullying are likely to need additional monitoring and support.

A range of actions may be taken, including:

- Check-ins with those who have been affected, to ensure that the bullying has been fully resolved.

- Liaison with teachers to ensure that additional monitoring is taking place in the classroom and playground.
- Structured restorative mediation between students, guided by adults.
- Counselling for students who have been affected by bullying or who have engaged in bullying behaviour.
- Behaviour support plans for students who have engaged in bullying.
- Follow up with any students who may have witnessed bullying.
- Additional communication/meetings with parents/guardians.
- Support from the School's DEI Coordinator.
- Referral to external agencies.
- Personalised support depending on the needs of the student(s) involved.

7. Resolution

An intervention will be considered to have been successful when no further bullying takes place and when all students involved:

- They are protected and respected.
- Have had the opportunity to have their voices heard and to be listened to by the adults supporting them.
- Can see that the school takes the incident of bullying seriously and has supported them.
- Can move forward.

POLICY APPROVAL	
Reviewed	April 2025
Approved by the Policies & Compliance Subcommittee	8 May 2025
Approved by the Board of Governors	23 June 2025
Next review	April 2026