

St. Bede's Catholic School & Byron Sixth Form College



Bishop Chadwick
Catholic Education Trust



Policy Name	Anti-Bullying Policy	Policy Period
Approved by	Headteacher	Sep 1, 2025 to Sep 1, 2027

INTENT

- At St. Bede's Catholic School and Byron Sixth Form we aim to create a safe environment where all members of the school community can feel secure, valued and respected.
- This policy should be read in conjunction with the following school policies: [Policies](#)
 - Safeguarding and Child Protection Policy
 - Positive Behaviour and Relationships Policy
 - Mental Health Policy
 - SEND Policy
 - Equality Policy
- It is also integral to the spiritual, moral, social and cultural development of pupils in PSHE and through other personal development opportunities. This can be viewed on our website: [PSHE](#)
- St. Bede's is proud to be a member of the Anti-Bullying Alliance. The Anti-Bullying Alliance has three main areas of work:
 - Supporting learning and sharing best practice through membership.
 - Raising awareness of bullying through Anti-Bullying Week and other coordinated, shared campaigns.
 - Delivering programme work at a national and local level to help stop bullying and bring lasting change to children's lives. [Anti-Bullying Alliance](#)
- The Anti-Bullying Alliance provides expertise in relation to all forms of bullying between children and young people. It was established by the NSPCC and the National Children's Bureau in 2002 and is hosted by the National Children's Bureau.
[NSPCC | The UK children's charity](#) [National Children's Bureau](#)

DEFINITION OF BULLYING

- “The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online.” [*Anti-Bullying Alliance, definition of bullying*]
- There are four key elements to this definition:
 - Hurtful
 - Repetition
 - Power imbalance
 - Intentional
- Bullying behaviour can be:
 - Physical - pushing, poking, kicking, hitting, biting, pinching etc.
 - Verbal - name calling, sarcasm, spreading rumours, threats, teasing, belittling.
 - Emotional - isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
 - Sexual - unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.
 - Online / cyber - posting on social media, sharing photos, sending nasty text messages, social exclusion.
 - Indirect - can include the exploitation of individuals.
 - Bullying tends to be a group behaviour; research undertaken in Finland by Christina Salmivalli (1996) gave us a greater understanding of the roles involved in bullying. It showed that the traditional view of bullying where there is simply a ‘victim’ and a ‘bully’ was in fact more complicated, and that there are others who can have a significant influence on the outcomes of behaviours, intentionally or otherwise.

SUPPORTING PUPILS WHO HAVE BEEN BULLIED

- **Procedure if a pupil would witness or experience bullying behaviour:**
 - Pupils should report this to a Head of House / trusted teacher as soon as possible.
- **Procedure for members of staff should you witness an incident of bullying or it is reported to you:**
 - Reassure and support the pupils involved.
 - Advise them that you are required to pass details on to the relevant member of the pastoral team. (Head of House, Assistant Head Pastoral).
 - Inform an appropriate member of the pastoral team as soon as possible.
- Heads of House must record all incidents of reported potential bullying and ensure that the Assistant Head (Pastoral) is informed. The Assistant Head (Pastoral) will keep a

central log of all complaints or incidences of bullying on CPOMS (Child Protection Online Monitoring System) and record the way in which they were dealt.

- We at St. Bede's Catholic School and Byron Sixth Form treat targets (pupils who have been bullied) and incidents seriously whether reported by staff/parents/peers/themselves. We recognise the fact that anyone can be a target and it is not their fault.
 - Record incidents within bullying log on CPOMS and monitor/ track regularly.
 - Parents should be informed of procedures in place and actions taken.
 - Reassure the pupil they have done the right thing by telling someone.
 - Establish details without making the pupil feel responsible for being bullied.
 - Empower the child by praising their courage for telling.
 - Identify areas of the environment where bullying occurs: corridors, classrooms where the teacher is absent, yards. Once identified these areas will need to be managed effectively.
 - Appropriate strategies will be taken e.g. anger management, circle time (resources from the Anti-Bullying Alliance. The strategies will be reviewed regularly.
- **What will happen?**
- The victim will be interviewed by their Head of House, and asked to write an immediate account of events. The process for dealing with bullying will be explained clearly to them. The victim is also given the opportunity to discuss his own reactions and behaviour towards the bully. The victim is given support and advice and counselling is suggested if deemed appropriate.
- Once the Head of House is clear that a bullying offence has been committed, the perpetrator and any others involved will be interviewed individually and asked to write an immediate account of events. The process for dealing with bullying will be explained clearly to them.
- Details of the incident will be recorded on all the pupils' CPOMS. The Assistant Head Pastoral is copied in so that it can be recorded as a bullying incident. The pastoral team will decide on an appropriate course of action. In the first instance the tutor or Head of House will interview the pupil or pupils whose behaviour has caused distress and give him/them a formal bullying warning; making it clear that any further incident (or discussion about the current incident) would be considered to be further bullying. It will be made clear why the behaviour was inappropriate and unacceptable. Support and counselling may be offered to the perpetrator. A suitable consequence will also be given.
- If the Head of House decides it is appropriate, or if it is a pupil's second offence, the Assistant Head Pastoral will become involved and the parents of the perpetrator/s will be informed by letter or telephone.

CONSEQUENCES

- Formal School Warning from the Assistant Head Pastoral. The Assistant Head Pastoral will speak to the pupils involved and will contact the parents or guardians giving details of the offence and inviting them into school to discuss the matter and to be present when their

child is given a Formal School Warning. Their support for the school's actions should be enlisted if possible.

- Suspension at the Headteacher's discretion (see the Positive Behaviour and Relationships Policy).
- These are minimum sanctions. In very serious cases it may be necessary to make a report to the police or Children's Services. However, it is the policy of the school to attempt to resolve such issues internally using our own disciplinary sanctions, unless the matter is of such gravity that a criminal prosecution is likely.
- The school will raise awareness of the staff through training and take action to reduce the risk of bullying at the times and places where it is most likely to occur. The key points from this policy will be prominently displayed on school notice boards and will be discussed with pupils during PSHE sessions. Anti-bullying will feature as a discussion point for student committees and feedback will be taken to School Council. It will also be revisited as necessary during assembly sessions to all years and reinforced in other areas of the curriculum as the opportunities present themselves e.g. English, physical education, reading. Opportunities will also be sought to allow parents to contribute to the school's actions to prevent bullying.
- Incidents of reported bullying will be followed up by Heads of House, to monitor that the problem has been resolved. The record of bullying offences will be reviewed by the Assistant Head Pastoral and the Pastoral teams regularly at pastoral meetings to watch for patterns and check that the policy is effective.
- We are absolutely confident that the vast majority of pupils will agree with our sentiments on bullying. It is our intention to identify and take action against those who do not.

SUPPORTING PUPILS WHO HAVE BULLIED OTHERS

- We are aware a student may bully for a variety of reasons: because of the family/life events/power of an antisocial peer group/social climate of the school/surrounding community/personality characteristics and or a combination of these and other factors. Some bullies may have low self-esteem that often manifests itself in violence. Some bullies are extremely manipulative of people and or situations.
- **Staff at St. Bede's Catholic School and Byron Sixth Form are encouraged to:**
 - Diffuse the situation and remain calm and non-judgemental.
 - Separate the bullying actions from the person who is bullying (allows a way out of situation)
 - Explain clearly to pupil what is going to happen to ensure they understand rules, responsibilities and consequences that the school follows.
 - Involve and inform parents of events and consequences that may follow.
 - Decide which strategy is effective and appropriate.
 - Involve outside agencies if deemed appropriate e.g. CAMHS, Educational Psychologist, and Social Worker.

- Where serious violence is involved the Headteacher may suspend the pupil immediately pending further investigations

EXPECTATIONS

- Our aim at St. Bede's Catholic School and Byron Sixth Form is to put in place preventative measures through the following expectations.
- **Expectations of staff and governors:**
 - To embrace a whole school approach that celebrates individuals and provides support for all pupils.
 - The school will have an effective anti-bullying policy in place that is an integral part of school life.
 - A supportive governing body that encourages the involvement of parents in the school.
 - A clear system of rules, rights, responsibilities and consequences.
 - To provide an environment that is stimulating and enjoyable.
 - To recognise that the responsibility for dealing with bullying incidents rests with the school and governing body.
 - To know that the school has no responsibility to deal with bullying incidents occurring outside the school premises, however we will endeavour to support the child and parents.
 - To respond to parental queries and concerns positively and without delay.
- **Expectations of parents:**
 - To be involved in their child's school life and attend parents' evenings etc.
 - To be supportive of the school's expectations of behaviour.
 - To respond to school concerns positively and without delay.
 - Parents will make appointments where and when possible.
 - To know that the school has no responsibility to deal with bullying incidents that occur outside school premises, however they will endeavour to support the pupil and parents.
- **Expectations of pupils:**
 - To be involved in a proactive school council.
 - To support the school rules, rights, responsibilities and consequences.
 - To take responsibility for their behaviour.
 - To respond to school concerns positively and without delay.
- **Action undertaken by the senior leadership team to combat bullying:**
 - Regular staff training to address policy issues provided by inset Local Authority or outside agencies e.g. Clennell Education Solutions and support and advice from the community police.
 - Regular meetings to assess and review procedures/ incidents.
 - Address issues through PSHE Guidance tutorials and assemblies.
 - Effective deployment of support staff.

MONITORING AND EVALUATION

- Monitoring of the policy is annually by the Assistant Head Pastoral, Headteacher and the Chair of Governors.
- The Chair of Governors will be kept informed of repeated incidents of bullying.
- Records will be kept for up to three years and then extended if the need required.
- Annual review and update of policy by governing body.
- The policy will be shared and reviewed with staff/pupils/parents.
- We will involve school council/governors where appropriate in reviewing the policy.

IN YEAR TRANSFERS

- It is a statutory responsibility for all schools to have an Anti-Bullying Policy. This policy will explain how they will respond to all incidents. If you are worried or concerned about bullying issues, or your child has reported bullying to you, it is important that you contact the Assistant Headteacher Pastoral of the school, who will ensure a member of staff follows up your enquiry, as outlined in this policy. We will endeavour to speak and/or meet with you to discuss your concerns so that we can work with you and your child to resolve the issues. If the matter remains unresolved, the next step would be to refer the matter through the school's complaints procedure, which would involve the school's Governing Body. If you are requesting a school place because of alleged bullying you must submit confirmation in writing from your child's Headteacher that the in-school procedures have been fully exhausted. Your application will NOT be processed without this information.

PARENTS / CARERS GUIDANCE

- At St. Bede's School we believe parents and carers have a vital role in ensuring their child adheres to the school rules and supports the school when dealing with contentious issues. These guidelines and information are available to parents (via the Positive Behaviour and Relationships Policy) and are displayed in and around our school.
- **Signs to look for in your child that may indicate bullying:**
 - Headaches, stomach aches, anxiety, irritability, stress.
 - They may refuse to attend school.
 - They may have few or no noticeable friends around.
 - They may lose money or property.
 - They may have unexplained bruises etc.
 - They may be unwilling to talk about school.
- **Parents can:**
 - Obtain a copy of the anti-bullying policy.

- Support your child: tell them it is not their fault, he/she can't choose the way people behave towards her/him/they, but he/she/they can choose how he/she/they responds.
- Find time to talk to your child: empathize with their situation, although he/she/they can't choose what happens in their/his/her life, being happy is a positive personal choice.
- Remind them how resilient and strong they are/they keep going to school despite facing bullying.
- Remind him/her/they/he/they/she is a unique and wonderful person, with the same rights as everybody. That he/she/they can use the power of anger to protect themselves without having to attack anyone else.
- Speak to the Head of House or tutor about the problem.
- If not resolved, see a member of the Senior Leadership Team and ask to see their anti-bullying policy.
- Request initiation of an action plan and timeline to monitor the bullying.
- Support your child and the school by becoming involved in reviewing the policy.
- If you feel the matter is not resolved then you can follow the complaints procedure. It is the responsibility of parents or carers, pupils, school and governors to try and resolve bullying incidents that may occur.