

All Saints Catholic High School Anti-bullying Policy



Mission Statement

We are a Catholic community whose mission is to fully prepare our students for the wider world and to send them into it equipped for life and for the service of others. We come together from diverse backgrounds, united by Christ, by the highest aspirations and by a thirst for excellence to instil in our students a respect for themselves, for others and for their environment. We take our inspiration from Jesus' commandment to "love one another".

Approved by the Local Academy Committee: 20 May 2026



ST CLARE
Catholic Multi Academy Trust

Introduction

Our agreement between home and school states that All Saints is a welcoming faith community living by the values of:

- **Respect** for ourselves, others, and our environment.
- **Understanding**, accepting, and celebrating the uniqueness and diversity of our All Saints' family.
- **Affection** for all members of our school and wider community in every situation.
- **Humour** in our interactions with each other, showing loving kindness to all.

In our Behaviour and Relationships policy, clear procedures are identified to respond to any behaviour which does not meet our values and expectations.

The aim of this anti-bullying policy is to ensure that students can learn in a supportive, caring and safe environment without fear of being bullied. Bullying is unacceptable and will not be tolerated.

Support will be provided for those affected by bullying behaviour. The school understands that the perpetrator of the bullying also needs support to understand and change their behaviour as often they have also been the victims of bullying previously.

What is bullying?

The Department for Education (DfE) defines bullying as behaviour by an individual or group, repeated over time, that is intended to hurt or harm another individual or group, either physically or emotionally.

There may sometimes be misunderstanding about the meaning of the term 'bullying'. A one-off incident may be very serious and will always be dealt with according to the Behaviour and Relationships policy. It does not fall within the definition of 'bullying'.

Bullying can take place both inside and outside school and the school has the authority to respond to issues regardless of where or when they take place.

Bullying is any behaviour by an individual or group which:

- is intended to cause hurt; the person or people doing the bullying know what they are doing and mean to do it.
- happens more than once; a pattern of behaviour, not just a 'one-off' incident.
- involves an imbalance of power; the person being bullied will usually find it very hard to defend themselves.

Types of bullying:

- Emotional - being unfriendly, excluding, tormenting
- 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 focussing on the issue of sexuality
- Disability - because of, or focussing on the issue of disability
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Cyber - All areas of internet misuse, such as email, messaging and social media misuse. Mobile threats by messaging and calls, misuse of associated technology, i.e. camera & video facilities, social media, AI

Key Principles for dealing with bullying.

- Everyone is entitled to speak to someone if they feel they are being bullied.
- Everyone is entitled to receive help and care if they are being bullied.
- Everyone has a responsibility to help and care for students who are being bullied and to understand that through inaction, bullying can be condoned.
- All incidents of bullying will be thoroughly investigated before any action is taken.

If someone is made to feel unhappy as a result of the actions of others it should be investigated. This should happen as soon as possible. **Where individuals or groups bully different people, this will be seen as a pattern of bullying behaviour and treated as such.**

Prevention

The most effective way to tackle bullying is to create a culture that does not allow bullying to go unchallenged. We aim to do this by continually celebrating the diversity of our community and through the development of a culture of respect for all. We will make it clear through our response to bullying that it is contrary to the fulfilment of our school values.

The school will:

- raise awareness of the nature of bullying through inclusion in PSHE, form tutorial time, assemblies, subject areas and informal discussion, as appropriate, in an attempt to eradicate such behaviour.
- participate in national and local initiatives as appropriate, such as Anti-bullying week.
- consider the use of specific strategies, for example mentoring, on a regular basis and implement them, as appropriate.
- promote positive behaviour through modelling.
- provide CPD for recognising and responding to bullying and for support staff who deliver interventions
- apply reasonable adjustments and targeted support for students with additional needs

Procedure: Identifying bullying

All concerns about bullying will be taken seriously and investigated thoroughly.

Students who are being bullied may not feel able to report it. However, changes in their behaviour may be evident such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence to changes in work patterns, a lack of concentration or truancy. All staff will be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.

Students who are bullying others also need support to help them understand and change their behaviour.

Students who are aware of bullying ('bystanders') can be a powerful force in helping to address it and will be encouraged to do so in a safe way.

All students will be encouraged to report bullying by:

- talking to a trusted adult in school – such as their Form Tutor, Year Leader, member of the Inclusion or Safeguarding Team
- reporting by Whisper – an anonymous reporting tool:
 - Whisper lets you send an anonymous message 24 hours a day to the school. Messages are read by a trained member of staff **during school hours**.
 - If you include contact details a trained staff member will contact you to support you. If you do not include contact details staff will still act on the information you provide.
 - Keep the link to your Whisper message so you can receive a reply.
 - You can use Whisper to report: something you see or hear that feels wrong or unsafe; if you or a friend are being hurt, bullied or struggling; or any inappropriate behaviour you are worried about.
 - Whisper reports made outside school hours will only be read **during school hours**. If you are at risk outside of school hours (including at weekends), contact a trusted adult or the emergency services / police immediately.
- Parents and carer should report concerns about bullying to their child's Year Leader and support the school in addressing it. Parents/carers should not attempt to resolve incidents directly with other families.
- Staff or volunteers who have safeguarding concerns should follow the school's safeguarding procedures.

Procedure: School approach to dealing with bullying.

The school will take the following steps (as appropriate) when dealing with concerns about bullying:

- If bullying is suspected or reported, it will be dealt with promptly.
- Any student reporting an alleged incident of bullying will be informed of the outcome of any investigation including, where appropriate, support in understanding the definition of bullying.
- A member of the Inclusion Team will investigate, interview those involved and take a statement as a record. This will be held in line with the school's data protection policy/practice and placed on to the school's CPOMS system.
- Parents/carers, form tutors and other relevant adults will be informed.
- Where bullying occurs outside school, any other relevant schools or agencies (e.g. youth clubs, transport providers) will be informed about the concerns and any actions taken.
- Sanctions for choice of behaviour will be used.

Students who have been bullied will be supported by our Inclusion Team by:

- offering an opportunity to discuss the experience with a member of staff.
- Providing reassurance that the bullying will be addressed.
- offering continuous support to restore self-esteem and confidence.
- the use of specialist interventions and/or referrals to other agencies
- knowing where they can return to report any further incidents.

Students who have engaged in bullying behaviour will have:

- an appropriate school sanction applied (*see list below*).
- support to understand the impact of their behavioural choices and to make amends to their victim.
- support to change their behavioural choices and to understand the feelings which are driving them.
- specialist interventions and/or referrals to other agencies

Continued bullying will almost always lead to suspension and in the instances where the above remediations prove ineffective will lead to permanent exclusion. The range of sanctions that will be applied will therefore range from:

- official warnings to cease bullying behaviour
- sanctions in line with school behaviour and relationships policy including the use of internal exclusion
- actions and/or programmes of restorative justice
- suspension
- permanent exclusion

Students may also be offered, in agreement with parents/carers, the opportunity for an Offsite Direction or managed move under the Local Authority Fair Access Protocol. Criminal behaviour will be reported to the police.

Complaints about unresolved situations

Most concerns about bullying will be resolved through discussion between home and school. However, where a parent/carer feels their concerns have not been resolved, they are encouraged to use the school's complaints procedure.

Bullying outside school

Where a student is involved in bullying others outside school, e.g. in the street or through the use of the internet at home, parents/carers will be asked to work with the school in addressing their child's behaviour, for example restricting/monitoring their use of the internet or mobile phone. Referral of the family to external support agencies will be made where appropriate. Parents/carers may wish to seek advice from other external agencies such as the NSPCC.

Monitoring, evaluation and review

Inclusion Leaders and Year Leaders will lead on the implementation of this policy in their respective year group. Trends and patterns are analysed and used to inform targeted interventions and staff training.

Termly reports will be made to the Local Academy Committee within the Headteacher's report and statistical information will be provided to the Local Authority and Trust as required.

The Local Academy Committee will review the policy every two years and assess its implementation and effectiveness.

Our school's anti-bullying policy aligns with the most recent legal and statutory requirements in England:

- Preventing and Tackling Bullying (DfE)
- Keeping Children Safe in Education 2025
- Equality Act 2010