



ANTI-BULLYING POLICY

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Document Record

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Aims

The school's Mission Statement is reflected in this Anti-Bullying Policy. This makes it clear that bullying, in any form, cannot and will not be tolerated. All pupils are entitled to receive their education within a safe, supportive and respectful environment, where everyone is encouraged to show respect for each other.

It is the responsibility of all members of the school community to ensure that the education of pupils at All Saints Catholic College takes place in an atmosphere that is caring, inclusive and protective, enabling all pupils to thrive.

This policy reflects the school's commitment to safeguarding and promoting the welfare of children. Bullying may be considered a safeguarding concern and, in some cases, may constitute peer-on-peer abuse (child-on-child abuse). In line with statutory guidance, where there is reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm, appropriate safeguarding procedures will be followed.

The policy also reflects the school's Safeguarding Policy and accords with the school's Health and Safety Policy. All Saints Catholic College is committed to providing a safe and caring community in which pupils feel confident to report concerns, knowing that they will be listened to, taken seriously and supported.

This policy is written in accordance with:

- Keeping Children Safe in Education (2025)
- Working Together to Safeguard Children
- The Children Act 1989 and 2004
- The Equality Act 2010

POLICY FOR DEALING WITH BULLYING

Definition of bullying

Bullying can be described as behaviour by an individual or group that is intended to cause distress or harm, often with the aim of gaining power, status or other gratification. It can take many forms, including ostracising, name-calling, teasing, threatening behaviour and extortion, through to physical intimidation or assault on individuals and/or their property.

Bullying may involve a single serious incident or a pattern of repeated behaviour over time, both of which can have a significant and lasting impact on a child's wellbeing.

Bullying can include, but is not limited to:

- Verbal bullying (e.g. name-calling, threats)
- Physical bullying (e.g. hitting, pushing)
- Social or indirect bullying (e.g. exclusion, spreading rumours)
- Online/cyberbullying (e.g. via social media, messaging apps or gaming platforms)
- Prejudice-based bullying, including racist, sexist, homophobic, transphobic or disability-related bullying

Staff, parents, carers and pupils at All Saints Catholic College work together to create a happy, caring and safe learning environment. Bullying, whether verbal, physical, indirect or online, is not tolerated

under any circumstances. It is the responsibility of all members of the school community to prevent bullying and to respond to any incidents quickly, effectively and consistently.

Bullying concerns may be brought to the attention of any member of staff by the pupil(s) involved, their peers, parents/carers, or any other member of the community. All reports will be taken seriously and acted upon in line with this policy.

Intentions of the Anti-Bullying Policy

The Anti-Bullying Policy aims to:

- Provide a safe, caring and inclusive environment for the whole College community, especially the pupils in our care.
- Ensure that pupils understand that bullying is unacceptable in all its forms, and that all reports of bullying will be taken seriously, recorded and acted upon promptly.
- Reassure pupils that they will be listened to, believed, supported and that they feel confident to report concerns to a member of staff.
- Ensure that parents/carers are informed and appropriately involved, and kept updated about any actions taken in response to incidents involving their child.
- Ensure that a thorough and timely investigation is carried out following any report of bullying, with accurate and detailed records maintained for all incidents, reports and actions taken.
- Take appropriate and proportionate action, in line with the Behaviour and Relationships Policy, which may include exclusion in cases of serious or repeated bullying.
- Recognise that bullying may be a safeguarding concern, including peer-on-peer abuse, and ensure that such concerns are reported and managed in line with safeguarding procedures.
- Monitor incidents of bullying throughout the academic year, using recorded data to identify patterns, inform interventions and support prevention strategies, led by the Pastoral Team and senior leaders.

Strategy for Dealing with Bullying

When dealing with bullying, staff will follow these fundamental principles:

- Bullying will never be ignored.
- Staff will not make premature assumptions.
- All accounts will be listened to carefully and taken seriously; several pupils having the same version of events does not necessarily mean that this is the most accurate account.
- Staff will follow up all cases to ensure that bullying has not reoccurred.
- Clear, accurate and timely records will be maintained for all concerns and incidents.

All Saints Catholic College adopts a proactive approach to preventing bullying, including raising awareness of bullying and the Anti-Bullying Policy, developing pupils' understanding of vulnerability and difference, and teaching pupils how to manage relationships in a positive and respectful way.

Staff may apply one or more of the strategies outlined below, depending on the nature and severity of the incident. The emphasis will always be on a calm, supportive and restorative approach, alongside the application of appropriate sanctions where required.

In response to a report of bullying, staff will follow the school's Behaviour and Relationships Policy, ensuring that all incidents are fully investigated, recorded and addressed appropriately.

All staff have a responsibility to respond to concerns in the first instance. Where necessary, matters will be escalated to the Pastoral Team, Pupil Progress Leaders and/or the Designated Safeguarding Lead (DSL).

Procedures for Responding to Bullying

Staff will adhere to the following procedures when dealing with reported incidents of bullying:

1. The nature of the concern will be discussed with the pupil(s) involved. Victims will be listened to carefully and supported. Pupils who have witnessed or been involved in the incident may be asked to provide a written and signed account. Staff will ensure that this process is conducted with sensitivity and understanding.
2. All incidents or concerns will be recorded on CPOMS at the earliest opportunity, in line with safeguarding procedures.
3. Appropriate steps will be taken to identify the pupil(s) responsible and any witnesses.
4. Witnesses will be interviewed, and clear and detailed records of their accounts will be maintained.
5. The alleged perpetrator(s) will be informed of the concerns and given the opportunity to provide their account. It will be made clear that the matter is under investigation.
6. Where a pupil acknowledges that bullying has taken place, staff will reinforce that such behaviour is unacceptable. Pupils will be supported to understand the impact of their behaviour and encouraged to take responsibility. Appropriate and proportionate sanctions will be applied.
7. Where allegations are denied, further investigation will take place. Where there is sufficient evidence, appropriate sanctions will be implemented.
8. Parents/carers of both the victim and the perpetrator will be informed and involved as appropriate.
9. Sanctions may include:
 - o Loss of social time (break/lunch)
 - o Detention
 - o Internal exclusion
 - o Step Out
 - o Suspension (fixed-term)
 - o Permanent exclusion in the most serious cases
10. Following investigation, all actions and outcomes will be clearly recorded on CPOMS, including any safeguarding concerns and referrals to the DSL.

Staff will remain vigilant to early signs of distress and changes in behaviour, recognising that these may indicate bullying or other safeguarding concerns. The school's approach is underpinned by the principle:

"Listen, believe and act."

Pupils are encouraged to play an active role in promoting a positive and respectful school culture. The school provides opportunities for pupil voice and encourages pupils to report concerns, support one another, and contribute to the prevention of bullying.

Bullying away from the school premises

All Saints Catholic College recognises that bullying may occur outside of the school premises, including on journeys to and from school, online, or within the local community.

While the school cannot directly control all behaviour outside of school, it has a responsibility to respond to incidents where they affect the safety and wellbeing of pupils or bring the school into disrepute. Where both the victim and the perpetrator are pupils of All Saints Catholic College, action will be taken in line with this policy, as if the incident had occurred within school. This will include informing parents/carers.

The school will also take reasonable steps to support pupils who experience bullying from individuals outside of the school community, including pupils from other schools or members of the public.

The following actions may be taken:

- The pupil(s) and their parents/carers will be spoken to in order to gather information and provide support.
- The Headteacher or senior staff may contact other schools where pupils from those settings are involved.
- Incidents may be discussed with the police or other relevant external agencies where appropriate.
- Where incidents occur on school transport, the matter will be raised with the relevant transport provider.
- Pupils will be supported with strategies to help them stay safe and respond appropriately to bullying behaviour.

Where appropriate, incidents will be recorded on CPOMS and managed in line with safeguarding procedures.

Online (Cyber) Bullying

Online bullying (cyberbullying), including bullying through mobile phones, messaging services, social media platforms and online gaming environments, will not be tolerated at All Saints Catholic College and will be dealt with swiftly and appropriately.

The school recognises that online bullying can take place both within and beyond the school day, and can have a significant impact on pupils' safety and wellbeing. Where incidents occur outside school but affect pupils within the school community, they will be managed in line with this policy.

If a pupil receives abusive, threatening or inappropriate communication electronically, staff will:

- Take all concerns seriously and respond promptly
- Conduct a full investigation, including gathering and preserving evidence where appropriate
- Record the incident on CPOMS in line with safeguarding procedures
- Apply sanctions in accordance with the Behaviour and Relationships Policy
- Involve parents/carers where appropriate

Where necessary, incidents may be referred to the Designated Safeguarding Lead (DSL) and, in serious cases, external agencies such as the police.

Pupils are not permitted to use mobile phones during the school day, in line with the Behaviour and Relationships Policy. The school also takes a proactive approach to educating pupils about safe and responsible online behaviour through the curriculum and wider pastoral support.

Prejudice-Based Bullying (Race, Gender, Sexual Orientation and Disability)

All Saints Catholic College has a zero-tolerance approach to prejudice-based bullying, including bullying related to a pupil's race, religion or belief, sex, sexual orientation, gender identity, or disability.

The school is committed to fulfilling its duties under the Equality Act 2010 and will take proactive steps to prevent, identify and respond to all forms of discriminatory and prejudicial behaviour.

The school will actively challenge discriminatory language, stereotypes and behaviours. Pupils are expected to respect and value diversity, and to recognise and celebrate differences between individuals and groups.

All pupils who experience bullying will be supported sensitively and appropriately, with due regard given to confidentiality and safeguarding procedures.

All incidents of prejudice-based bullying will be:

- Taken seriously and investigated promptly
- Recorded on CPOMS, with appropriate categorisation
- Recorded and monitored in accordance with Local Authority requirements, with anonymised trend data reported to Governors
- Addressed through appropriate sanctions and educational interventions

Where appropriate, incidents may be shared with the school's policing link or external agencies.

The school is committed to creating a culture where all members of the community feel safe, respected and included, regardless of their background or identity.

Racial Bullying/Harassment

Racial bullying will not be tolerated at All Saints Catholic College, and all such incidents will be treated with the utmost seriousness.

Racial bullying may include verbal abuse, physical threats or attacks, the use of racist language, the distribution of racist material, or behaviour which incites others to act in a racist or discriminatory manner.

In all cases, staff will follow the school's Behaviour and Relationships Policy. A full and thorough investigation will be carried out, with clear and detailed records maintained and appropriate sanctions applied.

All incidents of racial bullying will be:

- Recorded on CPOMS in line with safeguarding procedures
- Reported to the Local Authority and Governing Body, as required
- Monitored to identify patterns and inform further action

All Saints Catholic College has a duty under the Equality Act 2010 to promote equality and foster good relations between different groups. The school actively develops pupils' understanding of diversity, equality and respect through the curriculum, including PSHE and wider school experiences.

Pupils who experience racial bullying will be supported appropriately and sensitively, in line with safeguarding procedures.

The school is committed to creating an environment where racism is challenged, diversity is respected, and all pupils feel safe and valued.

Sexual Bullying, Harassment and Violence

All Saints Catholic College recognises that sexual bullying is a form of peer-on-peer abuse (child-on-child abuse) and will not be tolerated under any circumstances.

Sexual bullying may include:

- Abusive name-calling or sexualised language
- Unwanted comments about appearance, body or development
- Sexual innuendoes or propositions
- Inappropriate or unwanted physical contact
- Online sexual harassment, including sharing images or messages
- Sexual violence, including sexual assault

Such behaviours can have a serious impact on pupils' safety, dignity and wellbeing, and will be treated as safeguarding concerns where appropriate.

All incidents will be responded to in line with the school's Child Protection and Safeguarding Policy and Keeping Children Safe in Education (KCSIE 2025).

Staff will:

- Record all incidents on CPOMS and refer to the Designated Safeguarding Lead (DSL) where appropriate
- Conduct a thorough and sensitive investigation
- Provide appropriate support and protection for the victim
- Apply proportionate sanctions in line with the Behaviour and Relationships Policy
- Involve parents/carers and external agencies where necessary

In cases involving sexual violence or serious sexual harassment, the school will follow safeguarding procedures, which may include referral to external agencies, including the police, in line with statutory guidance.

Strategies to Prevent and Respond to Sexual Bullying

The school adopts both preventative and responsive approaches, including:

- Recording and monitoring incidents through CPOMS
- Delivering education on respectful relationships, consent and boundaries through PSHE
- Challenging sexist language, attitudes and behaviours
- Providing targeted support or interventions, including small group work where appropriate

- Ensuring effective supervision of the school site, particularly in areas where pupils may be more vulnerable
- Applying appropriate disciplinary measures, including detention, internal exclusion, suspension or permanent exclusion, depending on the severity of the incident

Sexual Orientation and Gender Identity

Bullying related to sexual orientation or gender identity will not be tolerated at All Saints Catholic College. This includes homophobic, biphobic and transphobic bullying, which can affect pupils regardless of how they identify.

Such bullying may include:

- Derogatory language or slurs
- Name-calling or mocking
- Stereotyping or exclusion
- Online harassment

All Saints Catholic College is committed to promoting a culture of respect, inclusion and equality, in line with the Equality Act 2010.

The school will take the following actions to prevent and respond to bullying related to sexual orientation and gender identity:

- All incidents will be recorded on CPOMS and monitored appropriately.
- Staff will be supported to understand the nature of homophobic, biphobic and transphobic bullying, and how it may present.
- Discriminatory language and behaviour will be challenged consistently, and pupils will be supported to understand the impact of their actions.
- Pupils who experience bullying will be supported sensitively and appropriately, in line with safeguarding procedures.
- Appropriate sanctions will be applied in accordance with the Behaviour and Relationships Policy.
- All incidents will be reported to the Local Authority and Governing Body, where required.

Special Educational Needs and/or Disabilities (SEND)

Pupils with Special Educational Needs and/or Disabilities (SEND) may be at an increased risk of bullying and may not always be able to articulate their experiences as clearly as others. The school recognises the importance of providing additional support and vigilance to ensure that all pupils feel safe and protected.

All Saints Catholic College will ensure that staff are aware of the potential vulnerabilities of pupils with SEND and that appropriate steps are taken to prevent, identify and respond to bullying effectively.

Staff will take care to ensure that their own behaviour does not unintentionally contribute to bullying. This includes avoiding drawing unnecessary attention to pupils' differences and ensuring that all pupils are treated with dignity, respect and fairness.

Where bullying involving a pupil with SEND is identified:

- A full and timely investigation will be carried out
- All incidents will be recorded on CPOMS in line with safeguarding procedures
- Parents/carers will be informed and involved
- Appropriate support will be put in place for the pupil
- Sanctions will be applied in line with the Behaviour and Relationships Policy

High-attaining pupils may also be vulnerable to bullying, and any concerns will be treated with the same level of seriousness and care.

All Saints Catholic College is committed to ensuring that all pupils, regardless of need or ability, are able to learn in a safe, inclusive and supportive environment.

Guidelines for Dealing with Bullying Incidents

It is the duty of all staff to actively promote a culture of anti-bullying across the school through a variety of approaches, including:

- Promoting anti-bullying messages and initiatives across the school environment
- Challenging and addressing inappropriate behaviour whenever it is observed or reported
- Encouraging pupils to show respect and support for one another, and to report any concerns
- Delivering anti-bullying messages through form time, assemblies and the wider pastoral programme
- Using PSHE lessons to develop pupils' understanding of different forms of bullying and their impact
- Supporting whole-school anti-bullying initiatives and awareness campaigns

Reporting and Initial Response

Any pupil who is experiencing bullying, or who is aware of bullying, should report this to a trusted adult. Pupils may initially speak to a peer; however, this must always be passed on to a member of staff (e.g. form tutor, subject teacher, Pastoral Support Officer, Pupil Progress Lead or member of the Senior Leadership Team).

Pupils involved will be spoken to as soon as possible by an appropriate member of staff. Written statements may be taken from those involved and any witnesses, ensuring that pupils are supported throughout this process.

Recording and Investigation

The member of staff dealing with the incident will:

- Record the concern on CPOMS at the earliest opportunity
- Ensure that all relevant information, actions taken and outcomes are documented
- Seek support from Pastoral Support Officers where appropriate

All incidents of bullying will be shared with the Designated Safeguarding Lead (DSL) via CPOMS. The DSL will ensure that appropriate action is taken and that safeguarding procedures are followed where necessary.

Parental Involvement and Escalation

- Parents/carers of both the victim and the perpetrator will be informed and kept updated
- The Pastoral Support Officer or Pupil Progress Lead will manage communication with families
- Where appropriate, external agencies (e.g. school nurse, police, or other services) may be involved

Mediation between pupils will only take place with the full agreement of the victim, and where it is considered appropriate and safe to do so.

Sanctions and Outcomes

Appropriate sanctions will be applied in line with the Behaviour and Relationships Policy. These are intended to:

- Challenge and address bullying behaviour
- Support the victim
- Educate and redirect the perpetrator

Monitoring and Follow-Up

Following any incident:

- The situation will be reviewed at an agreed point to ensure that the bullying has ceased
- Ongoing support will be provided where needed
- The Pupil Progress Lead and Pastoral Team will oversee follow-up
- The Assistant Headteacher will monitor trends and outcomes

All updates and developments will be recorded on CPOMS.

Parental Concerns

Parents/carers who have concerns about bullying are encouraged to contact the school.

If a parent/carer is not satisfied with the action taken, they may raise their concerns in writing to the Assistant Headteacher or Deputy Headteacher.

Parents/carers also retain the right to contact the police where appropriate.

These procedures are in place to discourage bullying, support victims, educate perpetrators and prevent recurrence, ensuring a safe and supportive environment for all pupils.

Links to other policies:

This policy should be read in conjunction with the following school policies:

- Behaviour and Relationships Policy:
https://www.allsaintscatholiccollege.com/application/files/3617/4221/9052/2025.03.17_Behaviour_and_Relationships_Policy.pdf
- Child Protection and Safeguarding Policy:
https://www.allsaintscatholiccollege.com/application/files/6217/2414/9381/20.08.24_CCAT-Child_Protection_and_Safeguarding_Policy.pdf