



St Bernards Catholic High School, Barrow
Anti-Bullying Policy
2025-26

Policy Statement

At St Bernards Catholic High School, Barrow, we are committed to providing a caring, friendly, and safe environment for all our pupils and staff, rooted in our Catholic values. Bullying of any kind is unacceptable. We expect anyone who knows bullying is happening to report it and for swift action to be taken.

Aims and Objectives

- Prevent all forms of bullying, including cyberbullying, racist, sexist, homophobic, and peer-on-peer abuse.
- Ensure all pupils feel safe, supported, and valued.
- Comply with statutory guidance, including KCSIE 2025.
- Promote Christian values of respect, tolerance, and forgiveness.

Definition of Bullying

Bullying is:

- Deliberate, repeated behaviour intended to hurt another individual physically, emotionally, or psychologically.
- It can take the form of:
 - Physical (hitting, kicking)
 - Verbal (name-calling, threats)
 - Indirect (spreading rumours, excluding someone)
 - Cyber (messages, social media abuse)
 - Prejudicial (racist, sexist, homophobic, disability-related)

Legal and Statutory Framework

This policy is informed by:

- KCSIE 2025 statutory guidance

- DfE “Preventing and Tackling Bullying” (2017)
- Equality Act 2010

KCSIE 2025 Key Updates (incorporated):

- Stronger focus on online safety and cyberbullying
- Enhanced guidance on peer-on-peer abuse and sexual harassment
- Greater emphasis on pupil wellbeing and support
- Updated safeguarding reporting requirements

Roles and Responsibilities

- Headteacher/SLT: Ensure implementation and monitoring of the policy.
- Assistant Headteacher - Behaviour:
 - Has overall responsibility for behaviour and anti-bullying across the school.
 - Oversees all bullying investigations and ensures consistent application of the policy.
- Pastoral Team (Heads of Year):
 - Are the first point of contact for pupils and staff regarding concerns about bullying.
 - Support pupils throughout the investigation and follow-up processes.
 - Work closely with the Assistant Head to monitor patterns and provide interventions.
- Designated Safeguarding Lead (DSL):
 - Oversees recording and reporting of incidents, staff training, and support for victims/perpetrators.
- All Staff:
 - Recognise signs of bullying, report and record incidents, support pupils.
- Pupils:
 - Report bullying, support peers, uphold school values.
- Parents/Carers:
 - Work in partnership with the school to address bullying.

Reporting and Recording Procedures

- Any member of the school community can report bullying—verbally, in writing, or via CPOMS and/or Arbor
- Reports are escalated to the relevant Head of Year, Assistant Head - Behaviour, and DSL as per safeguarding procedures.

Responding to Bullying

1. Immediate action: Stop the bullying, support the victim, and address the perpetrator.
2. Investigation: Led by the relevant Head of Year and overseen by the Assistant Head. Collect statements from all parties and witnesses.

3. Intervention: Use restorative approaches where possible, apply appropriate sanctions, and provide support.
4. Safeguarding: Refer to DSL if there are safeguarding concerns, including peer-on-peer abuse, sexual harassment, or online abuse as per KCSIE 2025.
5. Parental involvement: Inform parents/carers of all pupils involved.
6. Monitoring: Heads of Year and Assistant Head follow up with all parties to ensure resolution and wellbeing.

Prevention Strategies

- Regular coverage in morning meetings and PSHE lessons on anti-bullying, respect, and online safety.
- Staff training on recognising and dealing with all forms of bullying, including new KCSIE 2025 requirements.
- Pupil voice: Anti-bullying ambassadors, peer support schemes.
- Clear displays and reminders of the school's Christian values and anti-bullying stance.
- Active involvement of the pastoral team in pupil support and early intervention.

Supporting Pupils

- Victims: Counselling, peer support, regular check-ins from Heads of Year.
- Perpetrators: Behaviour interventions, restorative practice, monitoring by pastoral staff.
- Bystanders: Empowerment to report and support.

Monitoring, Evaluation, and Review

- Policy reviewed annually in consultation with pupils, staff, and governors.
- Data on bullying incidents analysed for trends and reported to the Trust board.
- Feedback from pupil, staff, and parent surveys used to update policy and practice.

Links to Other Policies

- Safeguarding and Child Protection Policy (with reference to KCSIE 2025)
- Behaviour Policy
- Online Safety Policy
- Equality and Diversity Policy