



St Peter's Catholic High School & Sixth Form Centre

Policy Document – Anti-Bullying Policy

1. Aims and Introduction

The aim of this policy is to create and maintain a positive, harmonious atmosphere within the school in line with its Mission Statement.

The Mission Statement requires **all** members of the school community to treat others with dignity and respect when they are in school, when they are travelling to and from school, and whenever they are representing the school or wearing school uniform (including, in the case of sixth-formers, when they are wearing the sixth form blazer).

This principle of dignity and respect is underpinned by the belief that every person is made in the image and likeness of God.

In addition, we aim to:

- Ensure a positive learning environment is created in which all stakeholders feel safe.
- Encourage an ethos of respect and support for all.
- Raise awareness of what is considered bullying behaviour and ensure that students are equipped with the skills to deal confidently and positively with incidents of bullying if they occur.
- Engage with all members of the St Peter's community to ensure that we create a learning environment in which bullying will not be tolerated.
- Update and review our practices regularly, informing parents of any changes made to our antibullying policies or procedures, and signposting them to any useful resources

2. Defining Bullying

Bullying is: "Behaviour by an individual or group, persistent, deliberate and repeated over time, which intentionally hurts another individual or group either physically or emotionally" (DfE definition).

At St Peter's we use **STOP** to support in the identification of Bullying, **Several Times On Purpose**.

Bullying can be:

Verbal bullying - involving name calling or making use of written notes, e-mails or mobile phone messages, pictures or video clips (so called 'cyber bullying'); this bullying may include threats of physical violence, racist insults or threats, sexual insults or threats or other prejudice based behaviour.

Physical bullying - consisting of deliberate jostling, bumping, pushing or shoving or sexual touching. Those responsible may maintain that it was accidental when first detected, but it is a

-----St Peter's Catholic High School & Sixth Form Centre – Anti-Bullying Policy

Date of Approval : 14/01/2026

Review Date : September 2026

Committee Responsible : Full Governing Board



St Peter's Catholic High School & Sixth Form Centre

Policy Document – Anti-Bullying Policy

criminal offence if it involves assault, actual bodily harm or wounding. This type of bullying may involve theft or damage to property, accompanied by the threat of violence. Not all theft or damage is bullying, but it is where it is repeated and the intention is to create fear or to intimidate.

Indirect bullying - involving the manipulation of social networks with the intention of belittling an individual or individuals or excluding them or marginalising them from their friends and normal relationships; this can be by spreading rumours or making malicious accusations and might involve cyber bullying.

Cyber bullying can be multifaceted and therefore the following protection is in place:

- an Acceptable Use Policy (AUP) that includes clear statements about e-communications
- assemblies highlighting cyber bullying and CEOP (Child Exploitation and Online Protection), a multi-agency service dedicated to tackling the exploitation of children.

3. Procedures for Reporting Bullying Incidents

All students are encouraged to feel that it is right to tell someone if they are being treated unkindly or if they think someone else is being treated in an unkind way. These incidents of unkind behaviour are recorded on SIMS or Edulink. Where bullying is suspected to be happening, it will be dealt with quickly and appropriately. Whilst it is the responsibility of all staff within the school to reinforce the anti-bullying strategy and support the victims of bullying, it is recognised that not all staff have the capacity (due to the commitments of their job) to carry out a swift and thorough investigation. Therefore, incidents of bullying should be referred to the appropriate Head of Year and Head of Key Stag as quickly as possible.

Staff suspecting an incident of bullying/unkind behaviour should:

- record any unkind behaviour on SIMS and inform the relevant Head of Year and Head of Key Stage.
- If it has occurred Several Times On Purpose, reassure the young person that their concerns are being taken seriously and will be investigated
- avoid labelling students as 'a bully' and 'a victim' – after an incident both students may need support to rebuild and reinforce self-image and esteem or restorative facilitation
- contact the relevant Progress and Achievement Leader as soon as possible with further details of the incidents

The Head of Year will ensure an up to date and accurate record the incident details is on SIMS and CPOMS.

All reported incidents of persistent unkind behaviour or bullying should be investigated using the following procedure:

- appropriate students will be interviewed by the relevant Head of Year, Head of Key Stage or Pastoral Support Staff and statements will be taken

-----St Peter's Catholic High School & Sixth Form Centre – Anti-Bullying Policy

Date of Approval : 14/01/2026

Review Date : September 2026

Committee Responsible : Full Governing Board



St Peter's Catholic High School & Sixth Form Centre

Policy Document – Anti-Bullying Policy

- copies of statements and any supporting evidence gathered will be kept on file.
- details of all actions taken will be recorded on CPOMs under 'Actions'

The recipient and perpetrator of any bullying incident will be spoken to by the appropriate Head of Year and where appropriate, mediation will take place. Parents of both parties will be contacted and informed.

4. Roles

The Head of Year and Head of Key Stage will:

- provide advice, support and assistance to any student who reports bullying. Where wider family support is required, it will be delivered through the Early Help process or Pastoral Support Plan.
- Monitor SIMS for reports from members of school staff on individual students who are causing concern (both recipients and perpetrators of bullying)
- ensure that unkind behaviour/ bullying is a standing item of Year Team weekly meetings. These will focus on the issues presented during the term to ensure appropriate tracking and intervention for all students.
- where appropriate (if the student and victim are in agreement) use restorative practice strategies to allow the victim to explain the consequences of the perpetrator's actions to them face to face. Where used, this will be conducted in a safe and supported environment. Agreements would then be reached which would allow a new relationship to be established
- refer vulnerable students to appropriate services, e.g. counselling.
- in collaboration with the Principal and other staff, seek opportunities to promote the anti-bullying strategy at St Peter's, e.g. via assemblies, displays and promotion of national awareness campaigns.

The Senior Leadership Team will:

- respond to student and parent voice to review and amend anti-bullying practices.
- monitor, review and update anti-bullying policy and report incidents of bullying in order to ensure the safety of all members of the school community.
- ensure that all staff have a clear understanding of the St Peter's anti-bullying policy through leading safeguarding updates throughout the year.
- ensure that the policy is implemented through Progress and Achievement Leader meetings
- strive to enhance the quality of safeguarding work in relation to bullying and link this to the personal development program to create a culture where unkind behaviour is challenged.
- formally consult parents about their child's safety and well-being once a year, for example, through parents' evening surveys, student voice surveys etc.

-----St Peter's Catholic High School & Sixth Form Centre – Anti-Bullying Policy

Date of Approval : 14/01/2026

Review Date : September 2026

Committee Responsible : Full Governing Board



St Peter's Catholic High School & Sixth Form Centre

Policy Document – Anti-Bullying Policy

Governors will:

- ensure that an anti-bullying policy is in place and is reviewed annually.
- ensure that any serious incidents of bullying are communicated in governor's reports.

Parents and carers will:

- regularly speak to their child in order to promote a social conscience and awareness that reporting unkind behaviour/ bullying is the right thing to do.
- be aware of and support the school's anti-bullying policy and procedures and use these to assist their child in understanding the impact of unkind behaviour/bullying behaviour
- support the school's actions in dealing with proven cases of unkind behaviour/bullying
- work with the school in order to support their child in developing positive responses to incidents of unkind behaviour/ bullying consistent with the school's anti-bullying procedures.
- engage in the Early Help process if wider support is required.
- be responsible for monitoring their child's e-communication and social media use. Should cyber-bullying occur, parents are responsible for ensuring that the appropriate reporting mechanism is used. For example, the report feature on Facebook, red flag on Youtube or report to the local police.

5. Appeals Process for Bullying Incidents

At all times the St Peter's will seek to work with parents and students to ensure that incidents of unkind behaviour/ bullying are dealt with to the satisfaction of all concerned.

If at this point an agreement cannot be reached, the matter may be dealt with through the formal complaints procedure detailed on the website.

6. Promoting the Anti-Bullying Policy, Culture and Ethos

St Peter's has a clear protocol for supporting and encouraging the wider school culture and ethos which supports tackling unkind behaviour/bullying. This is multifaceted through:

- staff development session to discuss policy updates and support staff in delivering the curriculum
- encouraging our ROCK values and celebrating these through ROCK assemblies and awards.
- appropriate citizenship embedded as part of the PSHE programme; students will be shown that unkind behaviour/bullying in any form is unacceptable.

-----St Peter's Catholic High School & Sixth Form Centre – Anti-Bullying Policy

Date of Approval : 14/01/2026

Review Date : September 2026

Committee Responsible : Full Governing Board



St Peter's Catholic High School & Sixth Form Centre

Policy Document – Anti-Bullying Policy

- the use of tutor time, which develops discussion, raises awareness and understanding of the impacts of unkind behaviour/ bullying.