Painsley Catholic College

Anti-Bullying Policy

INTERNAL POLICY

Approved: September 2026
Next Review: September 2027

Introduction

Painsley Catholic College's Mission statement is: "In our College we value and respect every person as a child of God, as we grow together in faith, knowledge, understanding and love to serve the community." Our mission is summarised in the motto 'Know Yourself'.

The statement underpins the fact that we are committed to providing a caring, friendly and safe environment for all of our pupils so they can develop and learn in a relaxed and secure atmosphere. We live by the Catholic Social Teaching of upholding the human dignity of every person. This is built upon the fundamental truth that each person is made 'in the image and likeness of God.' Thus it follows that 'every person's life and dignity must be respected and supported from conception until the end of their natural life on earth.' This is about ensuring that there is **nothing** which prevents an individual from growing and flourishing in all aspects of their being and recognising and speaking out and taking action when this is not so. We are committed to the truth that bullying of any kind is unacceptable at our school as any form of bullying is a sign of a lack of respect for others. If bullying does occur, all pupils are able to inform key members of the community and know that incidents will be dealt with promptly and effectively.

Painsley Catholic College is committed to the Government's Anti-Bullying Charter and adopts a proactive approach to anti-bullying education, including dedicated PSHE/RSHE time, School Council discussions, assemblies, RE guidance, a comprehensive e-safety and anti-bullying programme of events and other cross-curricular approaches.

Governments must do all they can to ensure that children are protected from all forms of violence, abuse, neglect and bad treatment by their parents or anyone else who looks after them. (Article 19: UN Convention on the Rights of the Child)

Links with other policies

This policy should be read in conjunction with other school policies, particularly:

1. Online Safety
2. Attendance Policy
3. Values and Expectations Policy
4. Child on child Abuse
5. Special Educational Needs
6. Safeguarding
7. Teaching and Learning
8. Equality
9. Keeping Children Safe in Education 2024
10. Personal Development
11. PSHE
12. Staff code of conduct
13. Complaints Procedure
14. Mental Health and Wellbeing Policy

15. Health and Safety Guidance for Painsley Buses

What is Bullying?

Bullying is repeated behaviour which causes emotional or physical harm to another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- 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
- Verbal - Name-calling, sarcasm, spreading rumours, teasing
- Cyber - All areas of the internet , such as email & internet chat room misuse
  Mobile threats by text messaging & calls
  Misuse of associated technology, i.e. camera & video facilities

Generative artificial intelligence (AI)

Artificial intelligence (AI) tools are now widespread and easy to access. Staff, pupils and parents/carers may be familiar with generative chatbots such as ChatGPT and Google Bard.

We recognise that AI has many uses to help pupils learn, but may also have the potential to be used to bully others. For example, in the form of 'deepfakes', where AI is used to create images, audio or video hoaxes that look real.

We will treat any use of AI to bully pupils in line with our behaviour policy.

Why is it Important to Respond to Bullying?

Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

We, as a school community, have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All directors, Local Governing Body (LGB) members, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.

- All directors, LGB members, and teaching and non-teaching staff should know what the School policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the School policy is on bullying, and what they should do if bullying arises.
- As a School we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- All members of Painsley Catholic College's community understand that bullying will not be tolerated.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of the following possible signs and that they should investigate if a child:

- is frightened of walking to or from School
- does not want to go on the School / public bus
- changes their usual routine
- is unwilling to go to School (School phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to underachieve in School work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- regularly forgets their equipment (PE kit etc) (it may indicate that they are avoiding a particular space)
- if a child does not keep in touch with friends outside of school
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber-message is received

- doesn't want to use or look at their phone or leaves it switched off
- does not want to use social media

School Systems and Procedures

All pupils are placed in groups where they have the support of a member of the teaching staff. In the time they spend in these groups they experience elements of the PSHE, RSHE, Personal Development, British Values, Prevent, E-safety curriculums. They are taught the importance of respect for others, tolerance and empathy for others. The school motto of "Know Yourself" plays an integral role in the messages that are delivered to pupils and the manner in which they treat each other as a child of God. Kindness and respect are the foundation of the Mission Statement and at the core of all experiences in the school. These values underpin everything that happens in our school.

An online safety programme of events for staff and pupils is followed yearly. All pupils are keenly aware that bullying in any form is not tolerated. Data regarding bullying is recorded on the SIMs management system. Data shows that bullying incidents are few in the school and that, where they do occur, they are dealt with swiftly and effectively. Pupils are supervised at all times and in all areas including lunch and break times. Physical violence is very rare. The school environment is clean and conducive to learning. Security cameras allow close monitoring of the grounds and buildings. The school environment fosters positive emotions with clear messages on positive behaviour.

All behaviour incidents including different categories of bullying are recorded centrally by all staff on the school MIS and follow ups to bullying incidents are also recorded. The data in this MIS is constantly monitored and scrutinised by Pastoral Leads and Mrs T Lambert (Assistant Principal)

Professional development for all staff in safeguarding including e-safety and protection of pupils in vulnerable groups is prominent.

Procedures

If a pupil is being bullied, or suspects that another pupil is being bullied, they **must**:

1. Report the incidents to parents, staff, peers, Emmaus Tutor, Pastoral Lead or via antibullying email / online form(record the incident on the MIS).
2. Once reported, the person concerned has a duty to inform the Safeguarding team using MyConcern.
3. In all cases of bullying, the incidents will be recorded, investigated (with all those concerned seen) and appropriate action take in accordance with the Values and Expectations policy or member of the leadership group
4. In serious cases, parents of both the victim and the bully should be informed and will be asked to separately come in for a meeting to discuss the problem. Possible sanctions include detentions and exclusion from School (see the Behaviour Policy)
5. If necessary and appropriate, police will be consulted

6. The bullying behaviour or threats of bullying must be investigated and the bullying stopped immediately
7. An attempt will be made to help the bully (bullies) change their behaviour
8. Any evidence of further bullying will be treated very seriously, including the possibility of exclusion from School
9. The school has a complaints procedure available via the school website.

Continuous Bullying Habits

The school will consider whether continuous bullying habits might be the result of unmet educational or other needs.

Pupils who exhibit continuous bullying habits will be supported through a variety of mechanisms such as:

- Pastoral Support Plan
- One to one support
- Counselling
- Referral to support workers such as the EWO, School Nurse, YOT etc.
- Early Help action Plan
- Any other suitable intervention

Monitoring for Online safety

All e-communications used on the school site or as part of school activities off-site are monitored and restricted if necessary, and pupils are told not to respond to abusive emails, text messages or phone calls. Additionally, commercial chat rooms and other cyber sites are regularly monitored to ensure that no offensive material or comment is made about any member(s) of Painsley Catholic College. We take the potential of online sexual harassment very seriously. This might include: nonconsensual sharing of sexual images and videos and sharing sexual images and videos (both often referred to as sexting); sexualised online bullying and inappropriate sexual comments on social media; exploitation; coercion and threats. Online sexual harassment may be standalone, or part of a wider pattern of sexual harassment and/or sexual violence. Please refer to the Child on Child Abuse Policy. In short, we will not tolerate any form of sexual violence or harassment.

Staff responsibilities

These include:

- teaching children safe internet etiquette
- applying School policy in monitoring electronic messages and images (as explained above)
- keeping up a dialogue with parents about emerging technologies their child might be using
- ensuring parents know what steps to take if they suspect their child is being cyber-bullied or is bullying someone else

We are committed to providing anti-bullying training to all of our staff including the signs of bullying and appropriate responses. Additionally, we support our designated safeguarding leads (DSLs) by protecting time in timetables to engage with local safeguarding partners.

Advice for parents and pupils

Parents are advised to use parental control software, and their children to use moderated chat rooms. Parents are encouraged to contact the school if their child experiences problems with cyberbullying.

Young people are advised not to respond to abusive emails, text messages or phone calls, but to tell an adult (preferably a parent or teacher) and to contact their service provider for advice on how to block calls. They should keep emails and texts as evidence for tracing and possible police action.

This policy recommends that young people keep to public areas of chat rooms and never give out contact details online or post photographs of themselves.

As part of our belief in exceptional communication, we encourage all pupils to look out for each other and to share with staff any concerns they have about their peers.

Monitoring, Evaluation and Review of this Policy

The Leadership Group will monitor this policy on an ongoing basis. Evaluation procedures include regular discussion at Pastoral Lead briefings, Strategic Inclusion Team Meetings, Leadership Group, Local Governing Board (LGB) and Director level. Daily monitoring of bullying takes place via SIMS and MyConcern reviews. This is facilitated by easy access to bullying data / incidents via the SIMs homepage. Monthly reports on the number of bullying incidents and the categories that they fall into are produced so that data can be analysed over time. Anti-bullying questionnaires are distributed to all pupils bi-annually. The analysis of the results of these surveys will be discussed with the anti-bullying committee and the Leadership Group. Parental comments regarding the policy are welcome at any time and will be sought at Parent Council meetings where anti-bullying will appear as an agenda item. Governors and Directors are informed annually on the implementation of this policy.

This policy is reviewed bi-annually by Mrs T Lambert. Any important amendments are advertised to all parties via the school newsletter and parents receive a personal letter indicating the details of any changes.

APPENDIX A – ADDITIONAL GUIDELINES

IF WE COME ACROSS BULLYING WHAT CAN WE DO?

First Steps:- Do

- remain calm, you are in charge. Reacting emotionally may add to the bully's fun and give the bully control of the situation,
- take the incident or report seriously,
- take action as soon as possible,
- consider if the action needs to be private or public; who are the pupils involved? - reassure the victim(s), don't make them feel inadequate or foolish, - offer concrete help, advice and support to the victim(s).

Make it plain to the bully that you disapprove.

- encourage the bully to see the victim's point of view, - punish the bully if necessary, - explain clearly the punishment and why it is being given.

Involving others:- Do

- inform the pupil's Emmaus Tutor, Pastoral Lead, Leadership Pastoral Lead and DSL - inform colleagues if the incident arose out of a situation where everyone should be vigilant, e.g. unsupervised toilets,
- if the incident has been recorded as 'Persistent Bullying' etc. think the incident is serious enough, both sets of parents will be informed,
- the Pastoral Lead will record the incident on SIMs (simply who was involved, where and when it happened, what happened, action taken and any follow up).

IF WE HAVE TO DEAL WITH BULLYING, WHAT SHOULD WE AVOID?

DO NOT:

- be over-protective and refuse to allow the victim to help him/herself,
- assume that the bully is bad through and through; try to look objectively at the behaviour, with the bully,
- keep the incident a secret because you have dealt with it,
- try to hide the incident from the parents of the victim or of the bully,
- call in parents without having a constructive plan to offer either side.

APPENDIX B

Allegation of Bullying Incident Report

Name of target	Year Group	Emmaus Group	Pastoral Lead	Ethnicity	SEND	Gender	LAC

Name of alleged perpetrator	Year Group	Emmaus Group	Pastoral Lead	Ethnicity	SEND	Gender	LAC

Form of alleged bullying incident	

Name of the staff member this was reported to	Date of Reporting	Time of Reporting	Location of incident	Logged on SIMs (Yes / No)

Target's account

Target parents account

Perpetrators account

Perpetrators parents account

Witness accounts

Action taken by teacher / Emmaus tutor / Pastoral Lead
Date: Time: Please ensure this form is attached as a link document to SIMs for both the target and alleged perpetrator. Signed by Pastoral Lead: Date: Time: