



LUX MUNDI

LIGHT OF THE WORLD ~ CATHOLIC ACADEMY TRUST

Anti-Bullying Policy

CARDINAL POLE CATHOLIC SCHOOL

Status Public
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APPROVED BY THE LOCAL GOVERNING BODY ON:

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CHAIR OF GOVERNOR'S SIGNATURE:.....

David Rhans

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1. Aims and Objectives

Two of the School's principle objectives are to ensure that all pupils feel equally secure and valued and to nurture a supportive community that encourages a sense of social responsibility.

As part of its safeguarding role, the school aims to teach the Gospel values of love of neighbour, respect and concern for others; alongside the Jesuit profile of being loving, generous and prophetic. The school also develops pupils' self-confidence and independence so that they are well-equipped to play an active and positive role in society.

The School's Code of Conduct requires us all to show courtesy, respect and understanding of others.

All members of the school community (pupils, teachers and support staff) should be free from fear of bullying. Everyone should feel able to speak out and report any concerns about bullying in the knowledge that they will be listened to and that the matter will be investigated.

Bullying is not tolerated at Cardinal Pole Catholic School.

Bullying is viewed as a serious offence which in extreme cases may result in permanent exclusion from the school. Any form of bullying (including cyberbullying) is unacceptable and totally against our ethos as a Catholic School.

Bullying can cause serious psychological damage and even suicide.

2. Definition of Bullying

There is no legal definition of bullying.

However, it's usually defined as behaviour that is:

- Repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation.

Bullying can take many forms and can include:

- Emotional, psychological or physical abuse and other forms of victimisation;
- Threatening or aggressive behaviour;
- Making offensive comments about someone (including comments related to their race, religion, sexuality, disability or a special educational need
- Taunting, mocking, name calling, teasing or saying untrue things about a person;
- Pushing, hitting or kicking;
- Taking money or other things from a person, without their consent or by use of force or pressure;
- Excluding people from groups;
- Spreading hurtful and untruthful rumours;
- Initiation ceremonies intended to cause pain, anxiety or humiliation; and
- Cyber-bullying (see overleaf).

Although bullying sometimes occurring between two individuals in isolation, it quite often takes place in the presence of others, and over a period of time.

3. Cyber-bullying

The term “cyber-bullying” includes:

- Bullying by texts or messages or calls on mobile phones;
- Use of mobile phone cameras to cause distress, fear or humiliation;
- Posting threatening, abusive, defamatory, or humiliating material on websites or social media sites;
- Hi-jacking or ‘hacking’ email accounts (using someone else’s identity);
- Making threatening, abusive, defamatory or humiliating remarks in chatrooms;
- Posting threatening, abusive, defamatory or humiliating material on reunion or social media sites.

4. Location

Bullying can take place inside and outside the classroom, inside and outside of school, and both offline and online.

5. Prevention

Actions for preventing and tackling bullying

In order to prevent and tackle bullying, the school:

- ensures all pupils understand the school’s approach to bullying, are clear about the part they can play to prevent bullying and what they should do if they become aware of bullying;
- assures pupils that if they report bullying they will be listened to;
- teaches pupils about issues of difference (such as religion, ethnicity, disability, gender or sexuality) in lessons and assemblies and through dedicated events or projects;
- teaches pupils about on-line safety and cyber-bullying through the pastoral curriculum, PSHE, assemblies and the programme of visiting speakers.
- teaches pupils about the importance of voicing concerns related to bullying and their responsibility to report bullying of any nature and that they must not be a bystander;
- applies sanctions to pupils who bully, in order to show clearly that their behaviour is wrong, such measures being applied fairly, proportionately, consistently and reasonably (taking account of any special educational needs or disabilities that the pupils may have);

- takes into consideration the motivations behind bullying behaviour and recognises that a child engaging in bullying may need support themselves;
- involves parents to ensure that they are clear that the school does not tolerate bullying and are aware of the procedures to follow if they believe that their child is being bullied;
- provides effective staff training, so that all staff understand the principles and purpose of this policy, the school's legal responsibilities regarding bullying, how to resolve problems, and where to seek support; and
- regularly evaluates and updates its approach to take account of developments in technology, for instance updating 'acceptable use' and online safety policies.

6. Signs of bullying

It is not always easy or even possible to tell whether someone is upset. Young people who feel under emotional pressure may find it hard to talk.

There may be changes in behaviour, such as shyness and nervousness, demands for attention, real or feigned illness. Work and sleep patterns may change. There may be lack of concentration or withdrawal.

A pupil who is being bullied or feels vulnerable may be reluctant or unwilling to attend school.

7. Pupil Concerns

If you are being bullied or suspect someone else is being bullied it is very important to tell someone who may be able to help. This may be a friend, a member of your family, your Form Tutor, your Head of Year, Counsellors, the Chaplain, the Designated Safeguarding Lead, a member of the Safeguarding/Well-being Team or anyone else you feel you can confide in.

It is important to share with another person any concern about bullying which is worrying you.

Pupils who are being bullied will be suitably supported and pupils who bully others will also be given suitable help and guidance.

8. Bystanding

A bystander is someone who is aware that bullying is happening but does nothing about it.
Do not be a bystander.

If you become aware that someone is being bullied, you should report it to a member of staff.

Bystanding behaviour will be challenged.

9. Staff Responsibilities

Staff are responsible for ensuring that bullying remains totally alien to the culture of the school.

Staff who have concerns about bullying should tell an appropriate person. In most cases this will initially be the pupil's Form Tutor or Head of Year.

Staff are required to log instances of bullying on CPOMS. The records are regularly reviewed by the Designated Safeguarding Lead, the Deputy Designated Safeguarding Leads and Heads of Year to enable patterns to be identified.

Regular INSET training maintains staff awareness about bullying and its potential consequences.

The school also has visits from outside speakers, who talk about bullying.

10. Parent Responsibilities

Parents who have concerns about bullying should tell an appropriate person. In most cases this is likely to be your child's Form Tutor or Head of Year but, where there is a cause for serious concern, the Deputy Head of Behaviour or the Designated Safeguarding Lead should be informed in writing. If the problem continues, the Head of School/Executive Headteacher should then be informed in writing.

11. Actions in Cases of Suspected Bullying

Cases of suspected bullying will be investigated thoroughly and carefully. All those involved will be given the opportunity to talk about the matter with an appropriate person who will then take the necessary action.

A record of the investigation and its outcome will be kept.

12. Victims

The school will support victims of bullying and offer pastoral support and counselling where appropriate.

13. Sanctions

All sanctions available to the school will be used to correct, punish or remove pupils who bully fellow pupils or harass staff, in or out of school.

In extreme cases this may involve permanent exclusion and the school will also work with the police, if appropriate.

Other sanctions include suspension from the school and detentions for less extreme cases.

14. Behaviour Policy

Reference should be made to the school's Behaviour Policy, with specific reference to the section on Child-on-Child Abuse.

15. Further Guidance

Department for Education Guidance:

- "Preventing and Tackling Bullying" (July 2017) [Tackling and Preventing Bullying 2017](#)

- “Cyberbullying: advice for head teachers and school staff” (November 2014)
[Cyberbullying Advice for Headteachers and School Staff](#)