



St Michaels Catholic School Anti-Bullying Policy

September 2025

1. Mission Statement

At St Michaels Catholic School, we believe every student is a child of God, created with inherent dignity and deserving of respect. Bullying contradicts Gospel values of love, compassion, and justice. We are committed to ensuring a safe, caring, and inclusive environment where all students can flourish academically, socially, and spiritually.

2. Definition of Bullying

Bullying is the repeated, intentional use of aggression, intimidation, or exclusion by an individual or group to cause harm, fear, or distress to another person.

Bullying can take many forms, including:

- Physical: hitting, pushing, damaging property.
- Verbal: name-calling, teasing, threats.
- Social/Relational: exclusion, spreading rumors, humiliation.
- Cyberbullying: online harassment, harmful messages, misuse of social media.
- Sexual Bullying: unwelcome sexual comments, gestures, or actions intended to humiliate or intimidate.
- Prejudicial Bullying: targeting individuals based on race, religion, culture, gender, disability, or other differences.

3. Aims of This Policy

- To uphold the dignity of every child in accordance with Catholic teaching.
- To prevent bullying through education, vigilance, and a culture of respect.
- To respond swiftly and fairly when bullying occurs.
- To support victims and help those who bully to understand and change their behavior.
- To work in partnership with families, parish, and wider community.

4. Prevention Strategies

- Gospel Values Education: Incorporating respect, compassion, and justice into curriculum, assemblies, and liturgy.
- Awareness Programs: Regular sessions on friendship, empathy, respect for diversity, and digital citizenship.
- Staff Training: All staff are trained to recognize signs of bullying (including sexual and prejudicial forms) and respond appropriately.
- Student Involvement: Peer mentors, student council initiatives, and “buddy systems” for new pupils.
- Safe Reporting Channels: Clear procedures for confidential reporting by students, staff, or parents.

5. Responding to Bullying

When bullying is reported:

1. Investigation: The incident will be taken seriously, investigated promptly, and documented.
2. Support for Victims: Counselling, mentoring, and ongoing pastoral care.
3. Action with Perpetrators:
 - Restorative conversations to encourage accountability.
 - Appropriate consequences (warnings, behavior contracts, suspension, or expulsion in severe cases) in accordance with the school/phase behaviour policy.
4. Communication: Parents/guardians of both victim and perpetrator will be informed.
5. Follow-Up: Monitoring to ensure the bullying does not continue.

6. Restorative Practices

We strive to foster healing and reconciliation:

- Offenders are encouraged to reflect on their actions, seek forgiveness, and make amends.
- Opportunities are provided for reconciliation between students, guided by staff.

7. Partnership with Parents and Community

- Parents will be kept informed and involved in addressing issues.
- Families will be encouraged to reinforce respectful behavior at home.
- Parish and community leaders may be involved in promoting a culture of respect and inclusion.

8. Monitoring and Review

- The policy will be reviewed annually by staff, governors, and student representatives.
- Feedback will be sought from parents and students to ensure effectiveness.
- Revisions will be made in light of emerging challenges, especially in the areas of cyberbullying, sexual, and prejudicial bullying.

9. Policy Statement

Bullying in any form is unacceptable and will not be tolerated. Through this policy, St Michaels Catholic School reaffirms its commitment to the dignity of the human person, Gospel values, and the creation of a safe learning environment for all.

10. Helpful advice for parents

Resources for Parents of Victims / Supporting Victims

Resource	What It Offers	Link
Family Lives –	Advice on spotting	https://www.familylives.org.uk/advice/bullying/advice-for-

Resource	What It Offers	Link
Bullying Advice for Parents	bullying, talking to your child, handling cyberbullying, dealing with schools, and template letters	parents familylives.org.uk
Anti-Bullying Alliance – Advice for Parents & Carers	Toolkits, interactive tools, tips on how to respond, and how to work with schools	https://anti-bullyingalliance.org.uk/tools-information/advice-and-support/advice-parents-and-carers Anti-Bullying Alliance
NSPCC — How Can I Help My Child If They Are Being Bullied?	Practical steps, including gathering evidence, reporting, emotional support, online safety	https://www.nspcc.org.uk/keeping-children-safe/support-for-parents/dealing-with-bullying/ NSPCC
YoungMinds – Parents’ Guide to Bullying	Helps parents recognise signs of bullying, how to talk to their child, and what to do in school or online cases	https://www.youngminds.org.uk/parent/parents-a-z-mental-health-guide/bullying/ YoungMinds
Kidscape – Advice for Parents & Carers	Guidance, helpline support, strategies to protect children and restore confidence	https://www.kidscape.org.uk/advice/advice-for-parents-and-carers/ kidscape.org.uk
National Bullying Helpline – Advice for Parents	A step-by-step guide, template letters to schools, and handling challenging cases	https://www.nationalbullyinghelpline.co.uk/kids.html nationalbullyinghelpline.co.uk
Act Against Bullying	Practical, compassionate guidance for children and parents dealing with various bullying	https://actagainstbullying.org/bullying-advice/ Act Against Bullying

Resource	What It Offers	Link
	types	
Prevent-UK – Bullying Advice for Parents (PDF)	A downloadable guide with signs, action steps, and special consideration for children who bully too	https://prevent-uk.org/wp-content/uploads/2025/01/bullying-advice-for-parents.pdf <u>Prevent UK</u>

Resources for Parents of Children Who Bully / For Addressing the “Bully” Side

It’s important to recognise that children who bully also need guidance, accountability, and help to change behaviour. Some of the above resources (e.g. Prevent-UK’s guide) include sections on supporting children who bully. Here are a few more:

- Counselling Directory – Bullying Advice for Parents
This provides signs that your child might be bullying others, how to approach the issue, and suggestions for help. [Counselling Directory](#)
- Prevent-UK PDF (as above)
Contains guidance for parents whose child is exhibiting bullying behaviours, helping parents understand underlying issues and how to intervene. [Prevent UK](#)
- Kidscape
Their “Advice for Parents & Carers” section includes strategies for managing and redirecting harmful behaviour. kidscape.org.uk