



CARDINAL NEWMAN CATHOLIC SCHOOL

Anti- Bullying Policy 2024/2025

Ethos

Creating a safe and loving environment for students and staff is at the core of Cardinal Newman Catholic School. We teach our children that they are 'Made for Greatness' and '*Love one another, just as I have loved you*' John 15:12. Our Catholic ethos is the basis for how we treat one another in our school community.

Our young people face many pressures in their lives including the demands of technology and online profiles that can lead to a creation of problems in their relationships with others.

The aim of this policy is to nurture our students, allow them to grow in meeting the demands of a modern society but also encourage a confidence in character to meet these demands whether it is in school, at home or in the local community.

At Cardinal Newman Catholic School, we take an educative approach to bullying and uphold the British Values of treating everyone in our community equally and fairly, regardless of their background. We create an environment built on mutual respect and tolerance where all faiths, beliefs and backgrounds are treated equally and not subject to prejudicial or discriminatory behaviour.

We believe everyone has a right to learn, develop a love for learning and be protected from harm and therefore incidents of bullying are taken seriously and dealt with rapidly.

What we do at school:

- All instances of bullying are taken seriously and investigated by the Pastoral Team.
- A team of Anti-bullying Ambassadors are available to speak to students at social times.
- We provide a safe place for students and staff to report instances of bullying through email, post boxes, reporting to tutor, staff, any adults onsite and reporting to the anti-bullying ambassador.
- Assemblies promote the use of the school's anti-bullying agenda and the anti-bullying ambassadors.
- Provide appropriate training to staff and students. Educate students and ensure appropriate behaviour through our PSHE curriculum.
- Ensure equality for all to meet British values.
- Ensure all stakeholders are communicated with, on anti-bullying expectations.

What is Bullying and how can we identify it?

Bullying is any repetitive behaviour that makes someone feel upset, uncomfortable, and unsafe.

This is usually **deliberate** and **repetitive** and can take many forms such as Verbal, Indirect and Physical.

Types of bullying

Bullying can manifest itself in several ways but primarily has three things in common:

- There is an **imbalance** of power.
- It is **deliberate**, hurtful behaviour.
- It can be **repeated** over a period of time.

Bullying can also come in various forms:

- **Verbal** – insulting remarks, name calling, use of words, social and media exclusion.
- **Physical** – hitting, kicking, shoving.
- **Indirect** – excluding people from friendship groups, spreading rumours, bringing issues from outside of school into school.

Themes can include but not exhausted too:

Cyber bullying – Using social media, sending text messages etc within or outside school to cause annoyance and hurt to another person directly or indirectly. This also includes encouraging someone to send or sending inappropriate or illegal images.

Racism - discrimination and prejudice against people based on their **race** or **ethnicity**. Racism can be present in social actions, practices, or political systems.

Sexual Orientation - having or showing a dislike of or prejudice against sexual orientation or sexual identification.

Sexist - characterized by or showing prejudice, stereotyping, or discrimination, typically against gender, on the basis of sex.

Disability - discrimination based on a disability, or a lack of understanding of a person's disability.

All staff are responsible for the well-being of students.

Within Cardinal Newman Catholic School there are key staff, in consultation with the Headteacher, who are responsible for the implementation of the school's anti-bullying policy.

All staff should:

- Be alert to and intervene where they notice instances of bullying.
- Be aware of the differences between conflict and bullying.
- Any incidents should be brought to the attention of the Head of Year promptly.

All students should:

- Encourage the victim to speak to the anti-bullying ambassadors through drop-in sessions.
- Report bullying to the school email.
- Encourage the student not to isolate themselves.
- Involve themselves in discussion about bullying during pastoral time.

Parents

If parents have any concerns about bullying issues, they are asked to contact a member of the child's Pastoral Team in the first instance and be prepared to give the names of alleged perpetrators. This can be done by ringing or emailing.

The school will treat every reported case very seriously. Cardinal Newman School will endeavour to investigate the reported bullying following in school procedures, ascertaining key information and details. Appropriate actions/sanctions and communication will be used throughout the time.

Parents and Students can look at Cardinal Newman Catholic School Website at the Anti-Bullying page for further support (www.cncs.school/page/title/?=Anti+Bullying&pis=67).

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