

ST CUTHBERT MAYNE SCHOOL
Joint Catholic and Church of England 11-18 Comprehensive School
Dioceses of Plymouth and Exeter



St Cuthbert Mayne School
Anti-Bullying Policy

Adopted by SLT: November 2025

Shared with Full Governing Body: December 2025

Next Review Date: November 2026

Use of the Anti-Bullying Policy at St. Cuthbert Mayne School

Our vision of joint Catholic and Anglican education calls us to acknowledge that the Body of Christ is in the school community. We believe that God is incarnate (present) in the 'day to day' life of our school. Our understanding of Christian spirituality is therefore as much about dealing with each other as it is about meeting God.

We believe that each member of our community has a divine origin and an eternal destiny.

We believe that through his Incarnation Jesus affirmed us as whole people and redeemed us through his resurrection.

We believe therefore that the intrinsic dignity of each member of our school community is to be honoured in spirit, in word, in deed and in law.

These beliefs underpin our approach to the use of the anti-bullying policy and thereby commit us to encouraging all members of our community, staff and students alike, to grow towards human wholeness. The Governing Body aims to meet this responsibility by:

- Affirming, consolidating and celebrating the achievements of our teachers (challenge, affirmation, evaluation, consolidation, celebration and prayerful reflection will be important characteristics to our approach in this school and will be an accepted part of the process)
- Challenging ourselves, staff and students to recognise the unique contribution that each of us can make and work towards making that contribution in the fullest sense
- Supporting staff in this process in a positive manner

Rational

Our Anti-bullying Policy is centrally aligned with our School Mission Statement which focuses on 'Educating for life in all its fullness'. It is our ambition to provide an inspirational Christian Education that enables all students to live life to the full, both now and in the future.

At St. Cuthbert Mayne School we aim to provide, for all our students, a caring, friendly and safe Christian environment where they can learn and thrive in a secure and supportive atmosphere. This is highlighted by our core values; **to have integrity and be courageous, compassionate and creative.** These core values underpin how we work as a School Community and the values we look to develop in all members of the community.

- Bullying hurts and diminishes the gift of life; no-one deserves to be a victim of bullying
- Everyone has the right to be treated with respect; individuals or groups of young people who are bullying need to learn different ways to behave
- We have a responsibility to respond promptly and effectively to issues when they arise in school and take action which is proportional to the incident reported. This is why it is essential that we report bullying when any member of the community comes across it
- The school reserves the right to refer serious cases of bullying to the police

No individual has the right to bully another. We strive to be an open school where there is healthy and honest communication. This means that anyone who knows that bullying is taking place is expected to report it. Preventing and tackling bullying is a high priority and has clear commitment from the Headteacher, Governors, Senior Management and all staff.

Purpose of our policy

- The purpose of the school's Anti-Bullying Policy is to safeguard the safety and happiness of all students
- Ensure students can achieve their educational potential in an effective and caring environment
- To provide a model of helpful and healthy behaviour for all students
- To reduce and prevent incidents of bullying for each child and for families to be confident that incidents will be swiftly followed up and dealt with

Guidelines for practice

- All students, parents, staff and governors have a clear understanding of and agree with what bullying is
- All staff are aware of the procedures to follow when an incident of bullying is reported
- There is built-in flexibility in the way that this policy will be applied; bullying incidents and allegations are subject to very particular individual contexts and circumstances

What Is Bullying?

Definition: GOV.UK suggests that bullying is defined as **repeated** behaviour that is:

- Repeated
- Intended to hurt someone either physically or emotionally
- often aimed at certain groups, eg because of race, religion, gender or sexual orientation

This is in direct opposition to our Christian belief that all people are to be respected and accorded full dignity as we are all created in the image and likeness of God. The school recognises that there are several types of these behaviours and these can be thought of as bullying, if they are done maliciously, deliberately or persistently to hurt or upset (or behaviours that have that effect):

Verbal: Name-calling, taunting, making offensive comments towards gender, ethnic origin, physical, personal or social disability. Intimidation including racially offensive conduct and sexually offensive or homophobic bullying. Confrontation in large groups

Indirect: Can include: the exploitation of individuals, emotional bullying (exclusion from discussions / activities, invasion of privacy, spreading rumours, threatening or intimidating behaviour leading to isolating or ignoring individuals), or taking or damaging others belongings, or intimidating the victim so they give up property or money

Physical: Hitting, kicking, pushing or spitting

Cyberbullying: the use of electronic communication to bully a person, typically by sending messages of an intimidating or threatening nature; often to threaten, detract or spread rumours about another (see page 6)

Moreover, to aid in our understanding of what constitutes bullying, the Anti-Bullying Alliance outlines that relationships can contain an '**imbalance of power**' and this must be considered when supporting young people. An 'imbalance of power' is an important addition, as it is what separates **relational conflict** and **bullying**

For further guidance, about what separates relational conflict and bullying, please watch the video linked below;

<https://pacerkidsagainstbullying.org/what-is-bullying/conflict-vs-bullying/>

The Equality Act 2010

The school pays full regard to the Equality Act 2010 and all protected characteristics;

<http://www.legislation.gov.uk/ukpga/2010/15/contents>

Creating a Climate to Prevent Bullying

We expect all in our school community to be 'ready, respectful and safe'. Our aim is to create a welcoming school community where we strive to treat others with the tolerance, respect and dignity they deserve and look out for one another in our everyday lives.

We use the following events and learning opportunities to live out this statement and support our students to create our desired school environment;

- Year Group Campaigns (respect, integrity, celebrating difference)
- Anti-Bullying Week
- Mental Health Awareness Day
- Anti-Bullying Awareness Events
- Year group Ready to Learn Assemblies
- Diana Award trained Anti-Bullying Ambassadors
- Invited guest speakers
- Chaplaincy Team
- Anti-bullying workshops
- Ready to Learn: Year group assembly presentations, for example, The profile of a friend, Kindness Always, Make someone smile, Online Safety etc.

Education to prevent bullying will be provided to all students during their time at St Cuthbert Mayne School and appropriate behaviour will be reinforced during lessons and around the school site

Curriculum opportunities are used to address bullying through:

- All subject areas
- Religious Education - students are encouraged and supported to develop their understanding of other cultures
- Personal Development - students are encouraged to develop and understand; resilience, patience, empathy and cooperation
- IT - keeping yourself safe online

Cyber Bullying and 'Malicious Communication'

This is defined by the Oxford English Dictionary as "the use of electronic communication to bully a person, typically by sending messages of an intimidating or threatening nature".

The rapid development of, and widespread access to technology has provided a new medium for 'virtual' bullying, which can occur in or outside of school. **Parents/carers are urged to regularly monitor their children's use of the internet and mobile phones.** Cyber-bullying is a different form of bullying that can happen at all times of the day, with a potentially bigger audience, and more accessories as people are able to forward on content at a click. The Department for Education has given teachers specific power to search for and, if necessary, delete inappropriate images (or files) on electronic devices, including mobile phones, tablets and laptops.

Improper use of electronic communication for 'malicious communication' may contravene the law on harassment. In these matters, parents may seek the advice and support of the police. Moreover, incidents of racist bullying will be reported to the Local Authority, homophobic, racial and cultural or religious bullying or bullying of any student is not tolerated at St. Cuthbert Mayne and will be followed up robustly.

Students are expected to...

- Always respect others - be careful what you say online and what images you send
- Think before you send - whatever you send can be made very public very quickly and could stay online forever
- Keep your password to yourself
- Block the bully - learn how to report someone who is behaving badly either online or by text.
- Make sure you tell an adult. Tell someone at school if the bully is a member of the school community so that they are aware of any issues
- Take steps to help yourself - remove yourself from social media platforms

Parents are expected to...

- Ensure that your child meets the age requirements for the social media platform
- Ensure that your child does not have an unhealthy amount of screen time
- Educate your child on how to be safe online (including the block feature)
- Take the time to learn about how your child is using Social Media and discuss their usage
- Take steps, at home, to support your child in living a healthy and happy life

N.B: Please note, It is parental responsibility to monitor, control and resolve all issues surrounding student communications during after-school hours, weekends and holidays

Useful websites:

<http://www.ceop.police.uk>

<http://www.thinkuknow.co.uk>

<https://www.getsafeonline.org/>

Parental Involvement and Support

Parents have an important responsibility in actively encouraging their child(ren) to be a positive member of the school community. Dealing with bullying behaviour requires home and school to work in partnership. Parents should raise any concerns about bullying behaviour, as soon as possible, via email to: admin@stcm.torbay.sch.uk

Parents should raise any concerns about bullying behaviour directly with the school and not with the parents of other parties involved. The school should always be made aware of any tensions or difficulties so that children can be appropriately supported. The best place to resolve conflicts between children is in school where all sides and aspects of the incident can be explored. Parents are expected to exercise reasonable confidentiality around incidents in which they are involved. In particular, parents are asked not to spread stories about incidents or divulge information through social media. Partial information may cause damage to the individuals involved and to the atmosphere of the school. Parents will be informed of any bullying behaviour involving their child, in order for them to support their child and the school in seeking resolution and the restoration of a safe environment for all.

What should parents do if their child believes they are being bullied?

- Avoid blaming anyone, be patient, make time to listen
- Ask questions sensitively without interrogating
- Show your child that you care but avoid making them feel more anxious or isolated
- Reassure the child that they will be supported and to listen to advice from all parties
- Work with the school to find a solution
- Do not advocate a 'hit back' policy. This may be alien to your child's temperament and make the situation worse

N.B: If the issue is related to Social Media, in the first instance it would be worth encouraging your child to 'block' particular people. If there are further issues it would be beneficial for the health of your child, to remove them from Social Media, to avoid any further upset at home.

The links outlined below are designed to inform and educate parents about social media;

<https://connectsafely.org/cyberbullying-online-abuse-backup/>

<https://en-gb.facebook.com/help/157793540954833>

<https://help.instagram.com/154475974694511/>

Procedure for dealing with an alleged bullying incident

Instances of bullying vary immensely and are therefore dealt with on an individual basis, supported by evidence that is available. Where possible, staff will endeavour to find first hand evidence that backs up the allegations, allowing the issue to be dealt with quickly and avoiding any further unnecessary distress for the victim. Students are actively encouraged to report incidents of bullying to their tutor or through the Anti-Bullying Ambassadors. There is also a link to a Google Form on Year Group Google Classrooms that students can complete - this will come straight through to their Pastoral Team. Any allegation of bullying will be taken seriously and fairly.

There is built-in flexibility in the way that this policy will be applied; bullying incidents and allegations are subject to very particular individual contexts and circumstances.

What do we want to achieve when dealing with incidents of alleged bullying?

Secure safety for all. Prevent the behaviours reoccurring. Whole school learning and reflection.

Please find below the structure to managing incidents of alleged bullying in school;

Step One

	One of the following occurs...		
a.	Staff member experiences an incident unfold = staff member supports and prevents the situation from continuing Staff member investigates and establishes the situation with the student(s) involved	Staff member is informed about an on-going bullying type incident Staff member investigates and establishes the situation with the student(s) involved	Parent contacts the school (phone call / parent email into admin) = information shared with the year group assigned Pastoral Support Officer (PSO) PSO investigates and establishes the situation with the student(s)
	Once the student(s) are effectively supported, statements will be taken from all students to ensure their voice is heard		
b.	Staff member to take a statement from the student involved and requests support from the PSO to ensure statements are taken from all parties	Staff member to take a statement from the concerned student	PSO to take a statement from the student(s)

Step Two

a.	Tutor informed and statements passed to the Pastoral Leader
a.	Staff member adds information of incident / concern to CPOMS and alerts the Pastoral Leader
b.	Pastoral Leader supports and / or signposts student(s) as outlined in Step Three
b.	Parent informed of scenario and planned actions

Step Three

a .	Pastoral Leader to make decision on next steps as found below and work in collaboration with other members of the Pastoral Team (not an exhaustive list of support and consequence mechanisms):	
	<u>Methods of Support</u> - Restorative justice - Pastoral Support Officer / Pastoral Leader - Restorative justice - Chaplaincy team - Student relationship support + rebuilding - Pastoral Support Officers - Happiness support via Anti-Bullying Ambassadors - Mentoring (support in securing new friendships, offer of a friendly face, platform of support and advice) - Pastoral Support Officers / Anti-Bullying Ambassadors	<u>Possible School Consequences for Bullying</u> - Meeting with the Pastoral Leader and phone call to parents - Meeting between Pastoral Leader and parents - Internal suspension - Reflection room until 3:50 - Fixed Term Suspension - Permanent Exclusion
Parents will be informed of actions and outcomes		