



# **Saint Augustine's RC High School**

## **Anti-Bullying Policy**

**Review Date: September 2026**

# School Mission Statement

**“We act justly, love tenderly and recognise God in our lives.”**

## **Faith and Love**

At Saint Augustine’s, we want our young people to act justly, love tenderly and recognise God in their lives. Working with families, we will educate children in accordance with the principles and teachings of the Catholic church.

Our faith is nourished through the Eucharist and we want everyone at Saint Augustine’s to experience the joy of the Gospel in their journey through school and beyond. We will foster in all members of our community a love of God and a love of others as Jesus taught us.

## **Care and Support**

We believe that every person is made and loved by God. This is why we respect each other, value human dignity and consider the needs of the poorest and most vulnerable.

We want our pupils to be safe, happy and successful at school. We will provide an environment that inspires, encourages and supports their development through nurturing their gifts and talents and will instil in them the importance of the common good and the stewardship of creation.

## **Ambition and Success**

We aim to provide pupils with the knowledge, skills and attitudes that they need to be successful at school and in later life.

We will work to fulfil the potential of every member of our school by providing an education that values the whole person and promotes personal and spiritual growth.

Together we will send out our young people to make a difference in our community and in the wider world.

## **We want our school to be a safe and happy place.**

We want our school community to be a good place for each of us to be a part of. We will do everything we can to protect and care for everybody who studies or works at St Augustine's.

## **What is bullying?**

We define bullying as behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

## **Forms of bullying include:**

Name-calling, taunting, racist remarks, making offensive comments, hitting, kicking, taking belongings, inappropriate text messaging and emailing, sending offensive or degrading images by phone or via the internet, producing offensive graffiti, gossiping, excluding people from groups, spreading hurtful and untruthful rumours, child on child abuse(see KCSIE 2024 Part 1). Where bullying takes place out of school but affects people within school, the school has a right to investigate this matter.

## **In our School:**

The school recognises that bullying is a reality in society but strives, by example and support, to eradicate it in all forms within our school and to develop in our pupils an appreciation of the value of working to extend this to their wider community. Pupils are encouraged to value each person as a unique creation of God. This philosophy will be reinforced through our daily practices and our school assemblies. By encouraging our pupils to respect, understand and appreciate human diversity we hope to nurture those profoundly important values which lie at the heart of a tolerant and civilised society. All pupils will also undertake work which focuses on bullying issues and it will be made clear that actions and language that are aggressive, offensive, sexist, racist or based on any differences (prejudice-based), are unacceptable and will not be tolerated.

## **Protected Characteristics**

The school uses the Keeping Children Safe in Education document to inform anti-bullying protocols and to educate pupils, and strives to achieve best practice at all times. It is against the law to discriminate against anyone because of:

- age
- gender reassignment
- being married or in a civil partnership
- [being pregnant](#) or on maternity leave
- [disability](#)
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation

The school believes that bullying should never be tolerated or passed off as “banter”, “just having a laugh” or “part of growing up”. The school will always respond in a manner that is firm, measured,

proportionate and pragmatic. This policy also acknowledges that a perpetrator of harassment and/or bullying is usually deeply unhappy and often needs support as well as sanctions and consequences.

## Our School Response

We try to tackle bullying whenever it surfaces so that our children can feel safe. Our staff are around and about on corridors, stairwells and in the playground acting promptly and firmly whenever problems arise. As a result most of our pupils thankfully experience little, if any, bullying.

Many of our older pupils have been trained as “mentors” and help to keep a protective eye on the younger pupils to whom they have individually been assigned. We want our pupils to feel secure in a community which encourages them to speak up against bullying and where they know they’ll be properly protected afterwards. We have safeguarding and wellbeing ambassadors that pupils can approach to discuss any concerns they may have.

If children keep quiet when they are being picked on, bullies keep getting away with it. Bullies and their associates are always quick to accuse a child who reports a problem as “grassing” on them. We encourage our children to be **assertive**. We want them to realise that telling an adult, rather than keeping quiet or hitting back with violence or hurtful language, is the best way to deal with bullying. Sometimes it might be easier for a child if they can get a friend to tell an adult about what has been happening.

We know that parents will always support and reinforce this message at home as well:

**Never hit back. Telling a teacher will protect you.**

## Prevention

Preventing bullying behaviours can be possible through a range of proactive measures. At St Augustine’s, we look for every opportunity to prevent bullying type behaviours from happening. Some of the actions the school takes to prevent bullying include:

- The issue of bullying is included in the curriculum and classwork e.g. Drama, English.
- Bullying is addressed through the Personal Development programme and is aligned with the standards of the PSHE Association and Ten:Ten.
- The Form Time and Assembly programmes reinforce British Values and the ethos of the school.
- Anti-bullying week is dedicated to raising awareness of bullying and reminding staff and pupils of their responsibilities to report it.
- Pupils are not permitted to use their mobile phones around the school. This is partly to prevent cyber-bullying.
- Duty staff have been trained to be vigilant and to watch and listen for any bullying type behaviours, no matter how small.
- Duty points have been carefully considered to ensure there are no ‘dead spaces’ where bullying can take place undisturbed.

- Seating plans in lessons are carefully considered using any relevant information about the relationships between specific pupils.
- The School Council considers new ways to prevent bullying through their whole school projects.
- External speakers raise awareness of issues.
- Posters around the school emphasise the importance of diversity in the school community.
- Working with the wider community such as the police/children's services where bullying is particularly serious or persistent to send a strong message that bullying is unacceptable within our school.

### **If an incidence of alleged bullying is reported to a member of staff they should:**

- Speak to their form tutor
- Inform the appropriate Year Leader who will interview the alleged victim and determine the extent of the problem
- If appropriate involve another senior member of staff
- When information has been gathered and an initial response given to the alleged victim and the alleged bully, the situation will be discussed with a member of the Senior Leadership Team and a decision made on the action to be taken.
- Actions taken could range from a formal reprimand by the teacher to a permanent exclusion, depending on the severity of the case.

### **Our aim as a Catholic school is for pupils to experience justice and reconciliation.**

As a Catholic school, our approach to bullying encompasses our Gospel values.

We want those who have encountered difficulties to feel supported and protected. We want those who have been unkind and hurtful to take responsibility for their actions, to understand why bullying is unacceptable, accept any consequences and education and to apologise. Fortunately, the majority of cases we deal with end with genuine expressions of regret, forgiveness and reconciliation. This is how all conflicts are best resolved. In this way further acts of bullying should be prevented.

### **Outcomes**

- The pupil who has been bullied will be offered support if they feel they need it. This may depend on the nature and severity of the incident.
- Pupils who have displayed bullying behaviour will be issued sanctions in line with the school behaviour policy. These consequences include support and education from pastoral staff,

detentions, suspensions and permanent exclusion where it is deemed bullying has been extreme and particularly damaging.

- Risk assessment management plan responding to and managing problematic and harmful sexual behaviours.
- Parents of those bullied and bullying will be updated.
- A restorative meeting will be set up if appropriate to take place as soon as possible. This is the process where both parties get an opportunity to achieve closure through mediation by staff.

## In our School:

### PUPILS should TELL

- Tell someone if they are being bullied or see someone else being bullied
- Earn respect by showing respect towards others
- Learn to work together and support each other
- Lead a happy, safe and secure school life.

**NEVER** - Ignore it!

**ALWAYS** - Refuse to join in!

**DO NOT** hit back with similar behaviour.

**DO NOT** keep quiet about it!

Pupils can report bullying to any member of staff or they can use the online form, available at [www.sarchs.com](http://www.sarchs.com)

HOME → REPORT A CONCERN

### Report a Concern



Click this icon to report any concerns about your **wellbeing** or that of a friend or a family member.



Click this link to report **bullying** (repeated behaviour that hurts someone either emotionally or physically).



Click this link if your concern relates to **sexual (or other) harassment**.



This goes directly to a senior member of staff who will liaise with the appropriate Year Leader to address the concern.

## **STAFF should HELP**

- They will listen carefully to both sides of the story
- Evaluate the situation and investigate thoroughly
- Look out for the signs of bullying
- Provide support

## **PARENTS and CARERS should CHECK**

- Check things are ok
- Help support the school's anti-bullying policy
- Co-operate and work in partnership with the school Empathise with their children
- Keep a look out for the signs of bullying and report incidents

## **Our advice to Parents:**

If you are worried about anything at all please phone us at school on 01254 823362. The office staff will help you to contact the right person.

Please also report any incidents on school buses by phone or e-mail us at [info@sarchs.com](mailto:info@sarchs.com) or write to us so we can deal quickly and discreetly with the incident. We can deal with concerns far more effectively if you do not write to us anonymously. We will, however, always protect your anonymity in these circumstances. Communication from parents has helped us to improve behaviour on the buses - but we need to be ever-vigilant.

This should be read in line with our behaviour policy, safeguarding and child protection policy and KCSIE 2024 Part 1.