



Broughton Hall Catholic High School

Anti-Bullying Policy

Policy Title	Anti-Bullying Policy
Function	The information provides guidance about the management of Behaviour at Broughton Hall Catholic High School to inform all stakeholders
Status	
Statutory Guidance	Education and Inspection Act 2006 Education Act 2023 Equality Act 2010 Keeping Children Safe in Education (2025) Working Together to Safeguard Children Children Act 1989 & Children Act 2004
Audience	Students, Parents, Staff, Governors, LA, Archdiocese, Public
Ownership	Governors, Head Teacher, Deputy Head
Last Reviewed	October 2025
Reviewed by	K Hayes
Next Review	October 2026

Aims and Objectives

Broughton Hall Catholic High School, founded by the Sisters of Mercy, empowers our Catholic family to flourish through faith, hope, and love. Our Catholic family and school community includes students, staff, parents/carers, and governors.

Working in partnership with students and parents, the school aims to:

- Understand and distinguish between bullying and other forms of conflict.
- Reduce the incidence of bullying within the school.
- Create a safe, supportive, and inclusive environment for all students and staff.

The aim of this policy is to clarify the procedures for dealing with bullying incidents and outline how anti-bullying education will be delivered.

Relevant Policies:

- PSHE & Citizenship
- Equal Opportunities
- Child Protection
- Behaviour for Learning
- Education for Personal Relationships
- Special Needs
- Drug Education
- E-Safety Acceptable Use Policy
- Cyberbullying (as referred to in the E-Safety Policy)

Objectives:

- Ensure an effective system for monitoring bullying incidents.
- Provide clear guidance on responding to bullying.
- Deliver a programme of awareness-raising and education for staff and students.

Moral and Values Framework

Broughton Hall believes all staff and students have the right to flourish through Faith, Hope, and Love. All members of our Catholic community have the right to be treated with dignity and respect and to feel safe and secure in school.

As a Catholic Community we instil:

- Respect for self
- Respect for others
- Responsibility for one's own actions
- Responsibility for family, friends, school, and the wider community

Equal Opportunities

The school is committed to promoting equal opportunities in all aspects of school life. This policy applies equally, without regard to ethnic origin, culture, gender, disability, or sexuality. Students' concerns will be listened to and addressed appropriately.

Definition of Bullying and Cyberbullying

Bullying is defined as:

"Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally." (DfE 2017)

Cyberbullying occurs in or outside school and can happen at any time, potentially reaching a larger audience quickly through online sharing.

Bullying is repeated, intentional behaviour that causes physical or emotional harm, creates fear or distress, or exploits a power imbalance. It can be carried out by individuals or groups, in person or online.

Examples of bullying behaviours:

- **Physical:** hitting, pushing, tripping, or damaging belongings.
- **Verbal:** name-calling, insults, threats, or persistent teasing.
- **Social/Relational:** excluding others, spreading rumours, or manipulating friendships.
- **Cyberbullying:** sending abusive messages, sharing harmful content, impersonating others.
- **Prejudicial/Discriminatory:** racist, sexist, homophobic, transphobic, ableist, or other derogatory actions.
- **Sexualised:** unwanted sexual comments, gestures, or behaviour.

Bullying can be obvious or subtle. All forms are unacceptable and will be taken seriously. Relational conflicts without a power imbalance are not classified as bullying, though they will still be addressed by the pastoral team.

Responsibilities and Expectations

For Students

- Contribute to a positive, respectful school culture by promoting our Mercy Values
- Report bullying promptly by speaking to any member of staff or using the 'Report Bullying' button on the school website.
- Do not attempt to resolve bullying through physical or verbal retaliation.
- Support peers who may be targets by reporting concerns appropriately.

For Staff

- Promote an open and honest ethos where bullying is not tolerated.
- Act as positive role models demonstrating Mercy Values.
- Respond promptly to reports of bullying, investigating and documenting incidents.
- Tailor interventions to the severity of bullying and the needs of those involved.

For Parents/Carers

- Report concerns about their child being bullied or displaying bullying behaviour to the Head of Year or Student Support Manager.
- Support the school in addressing incidents and educating their child.
- Engage with the school if further support is required.

Responding to Bullying Incidents

1. Initial concerns should be reported to the student's Form Tutor, Head of Year, or Student Support Manager.
2. Investigations will be conducted by the pastoral team, interviewing all parties and collecting written accounts from victims, alleged perpetrators, and witnesses.

3. Evidence will be reviewed to establish the facts before determining appropriate interventions.
4. Parents/guardians will be informed and kept updated throughout.

Responses and Sanctions

- Minor: restorative conversations, mediation and education on the impact of behaviour.
- Moderate: reflection time, parent contact, seating plan adjustments, further education
- Serious: Timetable changes, formal meetings with Head of Year/SLT, internal suspension, suspension.
- Very Serious: permanent exclusion.

Sanctions are applied fairly, consistently, and proportionately, taking into account **any SEN or disabilities** of students involved.

Strategies for Preventing Bullying

Prevention is embedded across the school through:

- PSHE and RSE curriculum education on bullying and child-on-child abuse.
- Anti-Bullying Week activities.
- Parent information sessions (e.g., Internet Safety, safeguarding newsletter).
- Regular surveys to evaluate school climate.
- Restorative Justice Meetings.
- Prefects Programme and Circle of Friends initiatives.
- Leadership and staff monitoring across school sites.

Outside agencies may support classroom work or one-to-one interventions within the school's moral framework.

Confidentiality

Students will be informed that complete confidentiality cannot always be guaranteed, but their **best interests will be maintained**.

Child Protection

Any disclosure or suspicion of abuse will follow the school's Child Protection Policy and LA guidelines.

School Environment Safety

Staff are assigned duties at the start, end, and during break/lunchtimes to ensure student safety and provide immediate support if issues arise.

Complaints

Any concerns or queries to be directed towards the Head of Year or Student Support Manager in the first instance. Formal complaints should follow the school's Complaints Policy, available on the website.

Incidents Outside School

The school can discipline students for off-site misbehaviour that has a detrimental effect on school life, including cyberbullying. Parents may choose whether to inform the school. Police involvement will be considered if appropriate.

Dissemination of the Policy

- All staff and governors receive a copy.
- Copies are available from the secretary's office.
- A summary is included in the School Prospectus.

Monitoring, Evaluation, and Review

Indicators of success include:

- Reduction in bullying incidents.
- Positive feedback from students regarding school safety.
- Increased reporting of concerns.
- Staff responsiveness to bullying behaviours.

Feedback from staff, parents, and students informs the ongoing review. An annual report is submitted by the Deputy Headteacher in the Safeguarding Report to Governors. A nominated governor acts as a link between the school and governing body.

Broughton Hall Catholic High School – Anti-Bullying Policy Summary

Our Mission

Broughton Hall, founded by the Sisters of Mercy, promotes a safe, respectful, and inclusive environment where students flourish through **Faith, Hope, and Love**. We work with students, parents, and staff to prevent bullying and support all members of our community.

Definition of Bullying

Bullying is **repeated, intentional behaviour** that causes physical or emotional harm, creates fear, or exploits a power imbalance.

- **Physical:** hitting, pushing, damaging belongings
- **Verbal:** name-calling, threats, teasing
- **Social/Relational:** exclusion, rumours, friendship manipulation
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- **Prejudicial/Discriminatory:** racist, sexist, homophobic, ableist, or other derogatory actions
- **Sexualised:** unwanted sexual comments or gestures

Responsibilities

- **Students:** Promote respect, report bullying, avoid retaliation, support peers.
- **Staff:** Respond promptly, investigate, model positive behaviour, apply interventions fairly.
- **Parents/Carers:** Report concerns, support school interventions, work with staff to educate children.

Reporting and Responding

- Report to Form Tutor, Head of Year, or Student Support Manager.
- Pastoral team investigates all incidents and gathers evidence.
- Parents/guardians are informed and updated.

Responses and Sanctions

- **Minor:** restorative conversations, education
- **Moderate:** reflection, parent contact, seating adjustments
- **Serious:** timetable changes, formal meetings, internal/external suspension
- **Very Serious:** possible permanent exclusion

Prevention Strategies

- PSHE and RSE education
- Anti-Bullying Week and awareness activities
- Parent information sessions
- Prefects Programme, Circle of Friends
- Staff supervision and monitoring
- Support from outside agencies where needed

Other Key Points

- Confidentiality will be respected, though not always guaranteed.
- Child protection concerns follow strict safeguarding procedures.
- The school may act on off-site bullying, including online incidents.
- Complaints follow the school's Complaints Policy.

Monitoring and Review

- Success measured by reduced incidents, increased reporting, and positive feedback.
- Annual safeguarding report to governors; nominated governor oversees anti-bullying efforts.

Summary:

Broughton Hall is committed to ensuring all students feel **safe, respected, and valued**, with clear systems for reporting, responding to, and preventing bullying in line with our Catholic values.