



**Christ the King**  
Catholic Voluntary Academy

# **Anti-Bullying Policy**

Last Review: July 2025

Next Review: July 2027



This policy should be read in conjunction with our Behaviour for Learning policy as the two documents aim to show how we are committed to fulfilling our mission statement as a Living Faith Community. 'We will care for each other and treat each other with respect, recognising the uniqueness, diversity and dignity of each person in our community'.

We are required to put the teachings of the Bible into action, "Do not use harmful words, but only helpful words, the kind that build up and provide what is needed, so that what you say will do good to those who hear you" (Ephesians 2:29). This means that bullying of any kind is unacceptable. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively.

### What is Bullying?

Bullying is defined as 'behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally'. (DfE)

There may sometimes be misunderstanding about the meaning of the term 'bullying'. A one-off incident may be very serious and will always be dealt with according to the Behaviour for Learning policy. It does not fall within the definition of 'bullying'.

Bullying can take place both inside and outside school and the school has the authority to respond to issues regardless of where or when they take place.

There are various types of bullying, but most have three things in common:

- It is deliberately hurtful behaviour.
- It is repeated over time.
- There is an imbalance of power, which makes it hard for those being bullied to defend themselves.

### Types of bullying

- Emotional - being unfriendly, excluding, tormenting
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - because of, or focussing on the issue of sexuality
- Disability - because of, or focussing on the issue of disability
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Cyber - All areas of internet misuse, such as email & internet chat room misuse. Mobile threats by text messaging & calls, misuse of associated technology, i.e. camera & video facilities

### Why is it Important to Respond to Bullying?

'Every type of discrimination, whether social or cultural, whether based on sex, race, colour, social condition, language or religion, is to be overcome and eradicated as contrary to God's intent' (Vatican II, Gaudium et Spes 29).

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Student(s) who are bullying another student need to learn that there are different ways of behaving.

Every member of our school community has a responsibility to respond promptly and effectively to issues of bullying.



## Objectives of this Policy

- All governors, teaching and non-teaching staff, students and parents/guardians should have an understanding of what bullying is.
- All governors, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All students and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

## Signs and Symptoms

A student may indicate various signs of behaviour that he or she is being bullied. Adults should be aware of these possible signs and be prepared to respond, or make a referral according to the policy if the child:

- is frightened to go to school
- becomes withdrawn anxious, or lacking in confidence
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

## Prevention

The most effective way to tackle bullying is to create a culture that does not allow bullying to go unchallenged. We aim to do this by continually celebrating the diversity of our community and through the development of a culture of respect for all. We will make it clear through our response to bullying that it is contrary to the fulfilment of our mission statement.

Our expectations regarding bullying will be regularly shared with pupils, staff and parents. There will be displays around school that encourage students to STOP bullying (Stand up, Take action, Open up, Protect yourself and others). Our curriculum will promote equality and challenge prejudice and discrimination.

## Reporting a bullying concern

If a student has experienced bullying they can report their concerns through whichever means are most appropriate for them. Students can talk to a member of staff that they trust, email [STOP@christtheking.notts.sch.uk](mailto:STOP@christtheking.notts.sch.uk) or use the worry button which is located along the top tool bar of our website.

If parents are reporting concerns, they should approach their child's tutor or Achievement Leader or email on the above email address.



What will happen when bullying is reported?

1. All reports will be taken seriously
2. An investigation into the allegation will be carried out (the on call member of staff or Pastoral Support Worker (PSW) may be used to support this initially and the Achievement Leader will work with them to consider next steps)
3. The victim should be offered support from a member of staff that they trust or given access to support from the school chaplain or PSW
4. An appropriate sanction should be applied in conjunction with the Assistant Headteacher (Behaviour & Attitudes)) and it should provide the bully (bullies) with an opportunity to change their behaviour (see Behaviour for Learning policy for guidance on levels of response)
5. The incident should be logged on Arbor and CPOMS, including a record of the victim.
6. Parents should be informed and may be asked to come into a meeting to discuss the issue. Parents will not be given information about other students or about the sanctions that have been given
7. If necessary and appropriate, police will be consulted
8. The Assistant Headteacher (Behaviour & Attitudes) will ensure that the victim will continue to be monitored and supported and that they bully is supported in changing their behaviour

Students who have been bullied will be supported, they will be:

- reassured that they have done the right thing to tell
- given the opportunity to talk to someone they trust about their experience
- offered continuous support
- given opportunities to restore self-esteem and confidence

Students who have bullied will be helped by:

- discussing what happened
- discovering why the student became involved
- establishing the wrong doing and need to change
- informing their parents or guardians to help change the attitude of the student

Statutory guidance and Legal Obligations:

Our school's anti-bullying policy aligns with the most recent legal and statutory requirements in England as of 2025. Please use the links below to access documents used in the development of our anti-bullying policy

Preventing and Tackling Bullying (DfE) - [DfE Guidance](#)  
Keeping Children Safe in Education [2025](#) - [KCSiE](#)  
Equality Act 2010 - [Guidance](#)