Anti-Bullying Policy

Cardinal Newman Catholic High School

Approved by: R Finn	Date: October 2026
Last reviewed on: October 2025	
Next review due by: October 2026	

Anti-Bullying Policy

Bullying is .....

Repeated negative behaviour that is intended to make others feel upset, uncomfortable or unsafe

We recognise that bullying can happen online away from school. If online bullying occurs and is directed towards a member of our school community the school can and will apply sanctions and deal with such incidents inline with this policy.

V



Verbal

'The repeated negative use of speech, sign language, or verbal gestures to intentionally hurt others

Examples: Swearing, discriminatory language, offensive language (concerning personal choices), hurtful comments

I



Indirect

'The repeated negative use of actions, which are neither physical nor verbal , to intentionally hurt others'

Examples: cyber-bullying, rumours, isolating someone, damaging/taking property, secret sharing, physical intimidation

P



Physical

'The repeated negative use of body contact to intentionally hurt others'

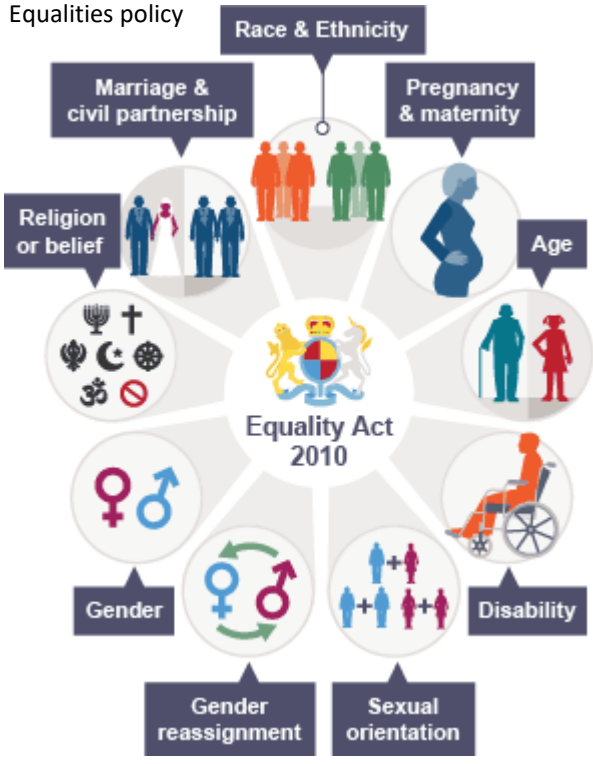
Examples: Punching, kicking, pinching, slapping, tripping

At Cardinal Newman we believe that everyone in our school community should feel safe and valued. Bullying should be tackled and challenged by all . Everyone in our community is expected follow the 4 point charter.

4 Point Charter

- To **serve** each other by offering help , challenging unkind behaviour and reporting bullying
- To show **compassion** for others by being kind and respectful, thinking about what others may be going through
- To show remorse when asking for **forgiveness** by stopping the hurtful actions and taking responsibility
- To be **truth**ful and honest

Those incidents that are connected to the 9 protected characteristics will be dealt with as a C3 incident in line with the schools Behaviour policy and outlined in the Equalities policy



Following the undertaking of student surveys the following have been updated in line with student responses. This particularly applies to consequences and reporting. Once school are made aware of a bullying incident this will be investigated and sanctions issued

Reporting Bullying

We take all reports of bullying seriously and encourage pupils to report any incidents to staff, this includes incidents that occur online. This can be done in a number of ways and will always be dealt with sensitively

- Completing a green form and handing to a member of staff or the school office
- Report incidents to your Form Tutor/Head of Year /Pastoral Manager or other member of staff
- Follow us on Instagram and report bullying as a private direct message (DM). **Tellus_cnchs_warrington**
- Speak to a trusted adult who can contact school

What to expect when bullying is reported

- We will gather information about the incident sensitively and talk to you about what has happened
- We will not give names or say where information has come from
- We may speak to others who have seen/heard/witnessed what has happened
- We will speak to the other person(s) involved and tackle their behaviour.
- You may be asked to keep a log of any further incidents so we can monitor the situation after it has been dealt with
- Additional support and follow up will be offered with staff in school or external referrals for emotional support will be completed if necessary this could include Kooth/St Joseph's/CAMHS /Youth service/MHST

Consequences

- Bullying has to be repeated, intentional and done to cause harm, upset or make someone uncomfortable
- In the first instance we will aim re-educate the perpetrator of the bullying by making them aware of the impact of their actions. If this is repeated the following consequences will be applied in a stepped approach
- C1 - Re-education loss of achievement point and restorative justice meeting if appropriate. Parents informed
- C2—repeated C1 behaviour and loss of social time to complete a restorative task satisfactorily, parents informed
- C3—Repeated C2 behaviour resulting in an isolation with Head of Year or Form Tutor. Completion of a re-education task must be undertaken and this must be completed to a satisfactory standard.
- or
- C3— a serious incident resulting in time in Internal Exclusion and parents invited in for a meeting. This also includes any incidents related to sexual harassment or connected to the 9 protected characteristics as stated in the Equalities Policy.
- C4 - Bullying behaviour continues/or a serious incident e.g. sexual harassment/abuse resulting in an internal exclusion or fixed term exclusion. This may also result in a referral to the Youth service, Family Outreach team, Children's Social Care or the Police . Parents will always be informed and must attend for a meeting.

Education

- We aim to provide clear opportunities for students to be aware of what bullying is and the impact it can have on others. This is done is the following ways
- Form time activities and themes throughout the year that are calendared for example Show Racism the Red card, safeguarding and themed assemblies for example anti-bullying week, through the PSHE curriculum, and other curriculum opportunities