



St. Matthew's
Roman Catholic High School
VOLUNTARY ACADEMY



Anti-Bullying Policy

Reviewed:

February 2026

To be reviewed:

February 2028



We **Pray**
We **Care**
We **Achieve**

MISSION Statement



St. Matthew's
Roman Catholic High School

All policies and procedures are underpinned by our School Mission Statement:



WE PRAY

As a community with Christ and with the teachings of the Gospel at our centre, shown in the things we do and in the ways we worship together.



WE CARE

For everyone in our school community, respecting them as individuals created by God and recognising and celebrating talents and successes. We see caring for others in the world outside of our school as part of our Christian responsibility.



WE ACHIEVE

The best we can in all aspects of school life by learning in lessons, succeeding in examinations and committing to extra-curricular activities.



We **Pray** · We **Care** · We **Achieve**

1. Mission and Catholic Ethos

St Matthew's RC High School is a Catholic community where:

- We Pray
- We Care
- We Achieve

Our school is founded on the belief that every person is created in the image and likeness of God and is therefore deserving of dignity, respect and compassion.

Bullying is contrary to Gospel values and has no place in our community. We are committed to creating a safe, inclusive and supportive environment where all pupils feel valued and protected.

2. Purpose of the Policy

This policy aims to:

- Prevent all forms of bullying
- Provide clear procedures for responding to incidents
- Support victims and address the behaviour of those responsible
- Promote a culture of respect, kindness and responsibility
- Ensure compliance with statutory safeguarding duties.

3. Statutory Framework

This policy is informed by:

- DfE *Preventing and Tackling Bullying*
- DfE *Behaviour in Schools*
- *Keeping Children Safe in Education* (current)
- Children Act 1989 and 2004
- Equality Act 2010
- Education and Inspections Act 2006
- Catholic Education Service guidance
- Diocese of Salford safeguarding expectations.

4. Definition of Bullying

Bullying is:

Repeated, intentional behaviour that hurts another individual or group, where there is a real or perceived imbalance of power.

Bullying can be:

- Physical
- Verbal
- Emotional
- Psychological
- Online (cyberbullying)

This definition reflects the Anti-Bullying Alliance and is consistent with school practice.

5. Types of Bullying

Bullying may relate to:

- Race or ethnicity
- Religion or faith
- Special Educational Needs or disability
- Sex or gender
- Sexual orientation
- Gender identity
- Appearance or body image
- Family circumstances (e.g. care status, poverty)
- Pregnancy or young carers.

Any bullying related to protected characteristics will be treated as prejudice-based bullying and recorded accordingly.

6. Forms of Bullying

Bullying may include:

- Name-calling, insults or rumours
- Social exclusion or humiliation
- Physical aggression or intimidation
- Damage to property
- Online abuse, threats or harassment
- Sharing images without consent
- Sexual comments or harassment
- Creating online groups or content to target individuals.

7. Child-on-Child Abuse

Bullying may constitute child-on-child abuse.

In line with Keeping Children Safe in Education:

The school recognises that abuse between pupils can include:

- Bullying and cyberbullying
- Sexual harassment or sexual violence
- Consensual or non-consensual sharing of nude or semi-nude images
- Physical abuse
- Initiation or hazing
- Abuse in intimate relationships.

Such behaviour will always be treated as a safeguarding matter and referred to the Designated Safeguarding Lead.

The school operates a zero-tolerance approach to abuse and will never dismiss harmful behaviour as “banter” or “part of growing up”.

8. Prevention

The school takes a proactive approach through:

- A strong Catholic ethos promoting dignity and respect
- Behaviour and pastoral systems
- PSHE and RSE curriculum
- Online safety education
- Assemblies and awareness campaigns
- Student leadership and peer support
- Staff training
- Monitoring of behaviour and safeguarding data.

9. Reporting Bullying

Pupils are encouraged to report concerns through:

- Any member of staff
- Form tutor or Head of Year
- Pastoral or safeguarding team
- Anonymous reporting systems where available.

Parents are encouraged to contact the school if they have concerns.

Confidentiality will be respected where possible, but cannot be guaranteed where safeguarding risks are identified.

10. Responding to Bullying

The school will:

1. Take all reports seriously and act promptly
2. Investigate by gathering statements from those involved
3. Record the incident on the school system
4. Inform parents where appropriate
5. Provide support for the victim
6. Apply appropriate sanctions in line with the Behaviour Policy
7. Use restorative approaches where appropriate
8. Monitor the situation to ensure the bullying stops.

This reflects current school practice and restorative ethos.

11. Supporting Pupils

Support for the victim may include:

- Pastoral support
- Safe spaces or supervision
- Counselling or SEMH support
- Monitoring and regular check-ins
- External agency referral where appropriate.

Support for the pupil displaying bullying behaviour may include:

- Behaviour intervention
- Restorative work
- Social skills or emotional regulation support
- Safeguarding assessment where needed.

12. Recording and Monitoring

All incidents will be:

- Logged and categorised (including prejudice-based incidents)
- Monitored for patterns or trends
- Reviewed by pastoral and safeguarding leaders
- Used to inform intervention and prevention strategies.

Data may also be used to:

- Identify vulnerable groups
- Inform governor reporting
- Support defensible decision-making in complaints or exclusions.

13. Online Bullying

The school recognises the increased risks of online harm.

The school will:

- Educate pupils about safe online behaviour
- Respond to incidents occurring outside school where they impact school life
- Work with parents and external agencies where necessary
- Involve the police if a criminal offence may have occurred.

14. Equality and Inclusion

In line with the Equality Act 2010, the school will:

- Act to prevent discrimination, harassment and victimisation
- Promote respect for difference
- Protect pupils with protected characteristics
- Record and monitor prejudice-related incidents.

All pupils will be treated with dignity and fairness.

15. Roles and Responsibilities

Governing Body

- Approves and reviews the policy
- Monitors bullying data and trends
- Ensures compliance with statutory guidance and diocesan expectations.

Headteacher

- Overall responsibility for implementation
- Ensures a whole-school approach.

Designated Safeguarding Lead

- Responds to safeguarding concerns
- Oversees child-on-child abuse cases.

Pastoral Leaders / Heads of Year

- Investigate incidents
- Support pupils
- Monitor ongoing concerns.

All Staff

- Model respectful behaviour
- Challenge inappropriate behaviour immediately
- Report concerns in line with safeguarding procedures.

16. Partnership with Parents

The school will:

- Inform parents of concerns and actions taken
- Provide advice and support
- Work collaboratively to resolve issues.

Parents are encouraged to raise concerns early.

17. Links to Other Policies

This policy should be read alongside:

- Behaviour Policy
- Safeguarding and Child Protection Policy
- Online Safety Policy
- Equality Policy
- RSE Policy
- SEND Policy.

18. Monitoring and Review

The effectiveness of this policy will be evaluated through:

- Bullying incident data
- Student voice
- Parent feedback
- Staff feedback
- Attendance and behaviour trends.

The policy will be reviewed every two years.



St. Matthew's

Roman Catholic High School
VOLUNTARY ACADEMY

Contact

St Matthew's RC High School
Nuthurst Road
Moston
Manchester
M40 0EW

Tel: 0161 681 6178

Web: www.smrchs.com

Email: contact@smrchs.com

Headteacher: Mr A Nightingale



DIocese of  SALFORD

OUR MISSION

We pray as a community with Christ and with the teachings of the Gospel at our centre, shown in the things we do and in the ways we worship together.

We care for everyone in our school community, respecting them as individuals created by God and recognising and celebrating talents and successes. We see caring for others in the world outside of our school as part of our Christian responsibility.

We achieve the best we can in all aspects of school life by learning in lessons, succeeding in examinations and committing to extra-curricular activities.

We **Pray**
We **Care**
We **Achieve**