

Policy name: Anti-Bullying Policy
Reviewer: BAPD SLT Team
Date of last review: November 2025
Date of next review: November 2026

ANTI BULLYING POLICY



Governing Body Approval

Policy approved by:

NAME: Mr Ken Tyson

SIGNATURE: 

GOVERNOR POSITION: Chair of Governors

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Purpose of Policy

Blessed Trinity has a duty of care towards its pupils with regards to bullying in that the Headteacher and staff are in loco parentis (in place of the parents). This duty of care includes protecting pupils from harm of bullying.

Blessed Trinity RC College has a legal obligation to:

- i) Promote the well-being of pupils in school.
- ii) Develop a policy which encourages good behaviour and respect for others on the part of pupils and, in particular preventing all forms of bullying amongst pupils.
- iii) Establish procedures for dealing with complaints about bullying.

This policy should also be viewed in relation to the School's other policies, in particular the *Behaviour Policy* and *Equality Policy*.

A statement of values and principles

Our anti-bullying policy recognises that all individuals have the right to succeed to the best of their ability. Bullying is unacceptable behaviour and will not be tolerated at Blessed Trinity Roman Catholic College and we will work rigorously to ensure that all incidents of bullying reported to us are fully recorded and investigated. We are fully committed to the Equalities Act 2010 and seek to ensure that no pupil is discriminated against on the grounds of sex, race, disability, sexual orientation, religious belief or pregnancy. We aim to create an ethos in which attending school is a positive experience for all members of our community. We work to provide an environment where all are encouraged to develop as responsible moral adult citizens with a living faith and have a clear understanding of their duties as Christians. We are a community that values and practises tolerance, respect and concern for others. We want all members of our community to be encouraged to flourish regardless of their colour, faith, gender or sexual orientation. We work to deal with bullying effectively and to support both the victims of bullying and bullies to help them change their attitudes and behaviour.

School Definition of Bullying Behaviour

Bullying behaviour within Blessed Trinity is defined as behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

BTRCC believes bullying can be one or a number of the following:

- i) Emotional bullying- such as taunting, spreading hurtful rumours, being forced to do things against own will and excluding people from groups.
- ii) Online bullying – such as offensive text messaging and e-mailing or sending degrading images by phone or the internet.
- iii) Physical bullying - such as kicking, hitting, pushing or other forms of physically abusive behaviour.
- iv) Verbal bullying – name-calling, taunting, mocking, making offensive comments or teasing.
- v) Racist bullying – racial taunts, graffiti or gestures.
- vi) Sexual bullying – unwanted physical contact or abusive comments.
- vii) Homophobic bullying – any hostile or offensive action against lesbians, gay males or bisexuals or those perceived to be lesbian, gay or bisexual.

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The behaviour constitutes bullying if:

- i) It is repetitive, wilful or persistent.
- ii) It is intentionally harmful, carried out by an individual or a group.
- iii) There is an imbalance of power leaving the person who is being bullied defenceless.

It should be noted that not all intentional abuse of power is bullying and there is a need to be aware of the distinction between bullying and isolated acts of aggression.

Blessed Trinity Statement of Intent

Blessed Trinity is a Catholic community where everyone should be recognised as a unique individual. We believe everyone has a right to learn in an atmosphere that is free from fear, harassment or humiliation.

All reported cases of suspected bullying will be taken seriously and all pupils will be listened to. All members of our community have a responsibility to ensure we do not abuse or bully others. Everyone should be encouraged to seek support in school if they are worried about bullying and we all need to work together to protect vulnerable individuals from bullying and other forms of abuse.

We also believe that people have the right to the opportunity to say sorry for their actions and are given the chance to reform.

This policy applies to all members of Blessed Trinity; it takes account of child on child, adult to child and child to adult bullying behaviour. All adults have a responsibility to act under their duty of care.

What is bullying?

Bullying is rarely a single incident and tends to be an accumulation of many small incidents, each of which, when taken in isolation and out of context, can seem trivial. There are many definitions of bullying and child-on-child abuse, but most have three things in common:

- It is deliberately hurtful or threatening behaviour.
- It is repeated often over a period.
- It is difficult for those being bullied to defend themselves.

Bullying can take many forms, but the main types are:

- Physical hitting, kicking, biting, taking and breaking another's belongings.
- Verbal – name calling, insulting, unkind or discriminatory remarks.
- Social – spreading nasty stories about someone, excluding someone from group activities and threatening gestures.
- Intimidation - making someone frightened by gesture, posture, or vocal threats.

These abuses may or may not be linked to race, ethnicity, sex, sexual orientation, SEN and/or disabilities and, irrespective of this, are regarded as totally unacceptable.

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What we will do:

Bullying and child-on-child abuse is unacceptable at Blessed Trinity Roman Catholic College and as such we aim to:

- develop a school ethos where everyone is responsible for ensuring that bullying and child-on-child abuse is challenged and reported.
- provide a safe and secure environment where all can learn and work without anxiety, humiliation or oppression.
- respond effectively to any bullying and child-on-child abuse incidents that may occur.
- record all incidents of bullying and child-on-child abuse, no matter whether deliberate or because of another pupil's anxieties, as however they come about, there is a victim to take care of.
- ensure that everyone takes responsibility for the prevention and elimination of bullying and child-on-child abuse in the school.

Our approach to AntiBullying and child-on-child abuse therefore needs to take into consideration on the one hand, the impact of inappropriate behaviours on others, while taking into account the behaviours of some children with special educational needs, that may not always be deliberate.

Whilst not underestimating the impact of any inappropriate behaviour on the physical and emotional well-being of the recipient, the approach to the management of bullying and child-on-child abuse will differ depending on the particular circumstances. We shall make reasonable adjustments in keeping with the Equality Act 2010 so that whilst remaining consistent with our policy of eliminating bullying we deal with each situation on a personal basis, understanding and respecting the needs of all parties involved.

Bullying can sometimes be considered as Child-on-Child abuse

Child-on-Child abuse including sexualised abuse

Child-on-Child abuse is defined as abuse between children under 18 years of age. Blessed Trinity has a zero-tolerance approach to abuse, including child-on-child abuse. Blessed Trinity will refer to the specific guidance in Keeping Children Safe in Education 2025 Part five: Child on Child Sexual Violence and Sexual Harassment and Lancashire Procedures. 5.31 Peer Abuse (proceduresonline.com).

All staff will be aware that child-on-child abuse can occur between pupils of any age and gender, both inside and outside of school, as well as online. All staff will be aware of the indicators of child-on-child abuse, how to identify it, and how to respond to reports. All staff will also recognise that even if no cases have been reported, this is not an indicator that child on-child abuse is not occurring. All staff will speak to the DSL if they have any concerns about child-on-child abuse.

All staff will understand the importance of challenge inappropriate behaviour between peers and will not tolerate abuse as “banter” or “part of growing up”.

Child-on-child abuse can be manifested in many different ways, including:

- Bullying, including cyberbullying and prejudice-based or discriminatory bullying.
- Abuse in intimate personal relationships between peers.

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- Physical abuse – this may include an online element which facilitates, threatens and/or encourages physical abuse.
- Sexual violence – this may include an online element which facilitates, threatens and/or encourages sexual violence.
- Sexual harassment, including online sexual harassment, which may be standalone or part of a broader pattern of abuse.
- Causing someone to engage in sexual activity without consent.
- The consensual and non-consensual sharing of nude and semi-nude images and/or videos upskirting.
- Initiation and hazing-type violence and rituals, which can include activities involving.
- Harassment, abuse or humiliation used as a way of initiating a person into a group, and may also include an online element.
- Blessed Trinity Safeguarding and Child Protection Policy 2025/2026.
- All staff will be clear as to the school's policy and procedures regarding child-on-child abuse and the role they have to play in preventing it and responding where they believe a child may be at risk from it.
- All staff are made aware of the heightened vulnerability of pupils with SEND, who evidence suggests, are more likely to be abused than their peers. Staff will not assume that possible indicators of abuse relate to the pupil's SEND and will always explore indicators further.
- All staff will be made aware of the heightened vulnerability of LGBTQ+ pupils, who evidence suggests, are also more likely to be targeted by their peers. In some cases, pupils who are perceived to be LGBTQ+, regardless of whether they are LGBTQ+, can be just as vulnerable to abuse as LGBTQ+ pupils. The school's response to sexual violence and sexual harassment between pupils of the same sex will be equally as robust as it is for incidents between children of the opposite sex.
- Pupils are made aware of how to raise concerns or make a report and how any reports will be handled. This includes the process for reporting concerns about friends or peers. Pupils will also be reassured that they will be taken seriously, be supported, and kept safe. Pupils can report by telling any member of staff or **filling in the 'Reporting Child on Child incidents (including bullying)' form** They can report to the pastoral office located next to the dining room or they can speak with a pupil anti-bullying ambassador located in the 'Wellbeing area' located next to the dining room at both breaks during the day. The online form is checked frequently throughout the day by pastoral staff. Additionally pupils can speak to any member of staff. The effectiveness of such processes will be continually reviewed by the DSL / SLT.

Blessed Trinity and DSLs will consider:

- The wishes of the victim in terms of how they want to proceed.
- The nature of the alleged incident.
- The ages of the children involved.
- The development stages of the children involved.
- Any power imbalance between the children.
- Is the incident a one-off or a sustained pattern of abuse.
- Are there ongoing risks to the victim, other children, school or college staff.
- Contextual safeguarding issues.

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Following a report of sexual violence, the designated safeguarding lead (or deputy) will make an immediate risk and needs assessment, considering:

- The victim.
- The alleged perpetrator.
- All other children (and if appropriate adult students and staff).
- Risk assessments (if required) will be recorded and kept under review as a minimum termly.
- Refer to Guidance in Keeping Children Safe in Education Sept 2025, Part 5.
- Where relevant, risk assessments will be written, informed by the voice of the children involved, consulted on with parents and shared on a need to know basis with relevant staff and kept under review as a minimum, termly.

Strategies to prevent Bullying and Child-on-Child abuse

- Communication skills are a key component of the Curriculum and are vital to enable pupils to demonstrate their feelings without resorting to abuse of others.
- Our school Values are designed to instruct pupils about the behaviours that will ensure an abuse free and respectful environment.
- Bullying and child-on-child abuse involving member(s) of staff will be dealt in accordance with the Staff Code of Conduct and the school's Disciplinary Policy.

Responding to Child on Child abuse and Bullying Behaviour

The school has a clear procedure for dealing with Child on Child abuse and bullying behaviour.

BTRCC will record all instances of reported bullying on the **'Reporting Child on Child incidents (including bullying)'** form. These will be held in the school's central bullying log.

The school bullying log will detail all cases of reported bullying behaviour and child on child incidents at Blessed Trinity. This log will be monitored regularly.

Reporting Bullying behaviour

All pupils are encouraged to talk about and report bullying when it exists.

Ways to report bullying:

Tell any member of staff, adult or friend that will help you to report it

Or

Fill in the online form:

- On the school website: Follow the 'Pupil' tab at the top then click 'Reporting Child on Child incidents (including bullying)'.
- On the school intranet: Click on the link 'reporting Child on Child incidents (including bullying)'.
- Go to the Year Leaders office where you will be supported to fill in the form 'Reporting Child on Child incidents (including bullying)'.
- Speak to the Anti-Bullying Ambassadors who will support you to fill in the form 'Reporting Child on Child incidents (including bullying)'.

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Useful Guidance for Pupils and Parents

If you are being bullied:

Remember it is not your fault.

Try to stay calm and look as confident as you can and take yourself away from the situation and go and speak to any adult or a friend who can help you report it.

After you have been bullied:

- i) All bullying is wrong and you do not have to stay silent about it.
- ii) Tell an adult or somebody you trust about what has happened straight away. Adults in school have a responsibility to give you help and support around bullying.
- iii) If you are scared to tell a teacher or adult on your own, ask a friend to go with you.
- iv) Keep on speaking until someone listens and does something to stop the bullying.

When talking to an adult about bullying be clear about:

- i) What has happened to you.
- ii) How often it has happened.
- iii) Who was involved.
- iv) Who saw what was happening.
- v) Where it happened.
- vi) What you have done about it already.

If you experience bullying by mobile phone, text message or any other form of cyber bullying:

- i) Do not retaliate or reply.
- ii) Save the evidence; do not delete anything.
- iii) Make sure you tell an adult you trust.
- iv) Contact your service provider or look at their website to see where to report incidents. (An adult may need to help you with this.)
- v) Be careful to whom you give your mobile phone number or any contact address.
- vi) Make a note of exactly when a threatening message was sent.

Further information on where to seek help can be found in the appendix.

General Guidance for Parents

If your child has been bullied:

- i) Calmly talk with your child about his/her experiences.
- ii) Make a note of what your child says including who was involved, how often the bullying has occurred, where it happened and what happened.
- iii) Reassure your child that he/she has done the right thing to tell you about the bullying.
- iv) Explain to your child that should any further incidents occur he/she should report them to an adult in school immediately.
- v) Contact school to make an appointment to see either your child's form tutor or year leader.
- vi) Explain to the member of staff the problems your child is experiencing.

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When talking with members of staff about bullying:

- i) Try to stay calm and bear in mind that the member of staff may have no idea your child is being bullied or may have heard conflicting accounts of an incident.
- ii) Be as specific as possible about what your child says has happened, give dates, places and names of other children involved.
- iii) Make a note of what action the school intends to take.
- iv) Ask if there is anything you can do to help your child or the school.
- v) Stay in touch with the school and let them know if things improve as well as if problems arise.

If your child is displaying bullying behaviour towards others:

- i) Talk with your child and explain that what he/she is doing is unacceptable and makes others unhappy.
- ii) Discourage other members of your family from using bullying behaviour or from using aggression or force to get what they want.
- iii) Show your child how he/she/they can join in without bullying.
- iv) Make an appointment to see your child's form tutor or year leader to discuss the problems your child is experiencing as well as discussing how you can work together to stop them from bullying others.
- v) Regularly check with your child as to how things are going at school.
- vi) Give your child lots of praise and encouragement when they are co-operative or kind to others.

Procedures for Dealing with Complaints

If you are not satisfied that matters have been resolved you should follow the following guidelines:

- i) Check with the school's *Anti-bullying Policy* and procedures to see if agreed steps are being followed.
- ii) Make an appointment to discuss the matter with a senior member of staff and keep a record of the meeting.
- iii) Make an appointment to discuss the matter with the Headteacher and keep a record of the meeting.
- iv) If this does not help you may write to the Chair of Governors explaining your concerns.

Supportive Measures for Pupils, Parents and Staff

The school has adopted a range of strategies to prevent and reduce bullying. We aim to raise awareness of bullying, support victims and also those displaying bullying behaviour.

Strategies used to promote anti-bullying behaviour include:

- i) An anti-bullying online reporting system.
- ii) Anti-bullying ambassadors.
- iii) PSHE curriculum and collapsed timetable days.
- iv) Restorative Justice.
- v) School Council.
- vi) Assemblies.
- vii) School counsellor, nurture staff.
- viii) Support from relevant outside agencies.

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Sanctions

Reported incidents of bullying must be taken seriously and dealt with thoroughly. It is important to be sure incidents are resolved and do not continue. It may not be possible to establish what really happened. Each case will be examined on an individual basis. As a Catholic school we want all pupils to experience justice and reconciliation. This means that those who have been victims must feel supported and safe in school. Those who have been displaying bullying behaviour must be able to say sorry and be given chance to face up to the effect their behaviour has had on others. Any sanctions imposed will depend on the frequency or severity of bullying. Any incident involving exclusion or suspension will follow the normal procedures sanctioned by the Headteacher.

Online Threats, Deepfakes and AI-Generated Content

Blessed Trinity recognises that technology brings new challenges in safeguarding pupils from harm. Online bullying now includes emerging risks such as AI-generated content, including deepfakes, manipulated images, and synthetic media designed to intimidate, humiliate or mislead.

Definition and Risks:

- Online threats may involve messages, posts or content intended to cause fear, distress or reputational harm.
- Deepfakes and AI-generated content refer to digitally altered or fabricated images, videos or audio that falsely represent an individual, often used to embarrass, blackmail or spread misinformation.
- These behaviours can be highly damaging, as they may spread rapidly and be difficult to remove.

Our Commitment:

- We will treat any use of AI or digital manipulation to harm others as a serious form of bullying.
- All pupils are encouraged to report any suspicious or harmful online content immediately.
- Staff will respond promptly, record incidents in the school's central bullying log, and liaise with relevant agencies where necessary.

Guidance for Pupils and Parents:

- Do not share personal images or videos that could be misused.
- Report any content that appears fake or threatening to a trusted adult.
- Save evidence and avoid retaliation.
- Seek support from school staff or external organisations listed in the appendix.

Sanctions:

- Creating or sharing deepfakes or AI-generated harmful content will be treated as a severe breach of the school's behaviour policy and may result in disciplinary action, including suspension or referral to external authorities.

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Monitoring the Anti-bullying Policy process

This policy and procedure will be updated annually and evaluated frequently. The views of pupils, parents and staff will be taken into account to update and improve the policy. On a regular basis the Senior Leadership Team and Governors will analyse the school's anti-bullying data, identifying trends and evaluating the effectiveness of anti-bullying strategies.

Limits of the Policy

The provisions of this policy will be applicable in relation to behaviour outside school on school business (for example school trips, sports fixtures, work experience, etc), and also where there is a clear link between the behaviour and the maintaining of good order and discipline within the school. In appropriate circumstances, the provisions of the policy will extend to cover the conduct of pupils when they are not on college premises and not under the control or supervision of a member of staff.

Appendix

Organisations that can offer support:

- **The Anti-bullying Alliance (ABA):** the Anti-bullying Alliance brings together over 100 organisations into one network to develop and share good practice across the whole range of bullying issues.
- **Beatbullying:** A bullying prevention charity with an emphasis on working directly with children and young people. In addition to lesson plans and resources for parents, *Beatbullying* have developed a cyber-mentors peer support programme for young people affected by cyberbullying.
- **Kidscape:** A charity established to prevent bullying and promote child protection. It offers advice to young people, professionals and parents about different types of bullying and how to tackle it. They also offer specialist training and support for school staff, and assertiveness training for young people.
- **Childline:** www.childline.org.uk
- **Young minds:** <https://www.youngminds.org.uk/young-person/coping-with-life/bullying/>
Kooth: free, safe and anonymous online support for young people:
<https://www.kooth.com>