



ST BENEDICT'S SCHOOL
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Anti-Bullying Policy – Senior School

Authorised by: The Board of Governors of St Benedict's School

Date: September 2026

Review Date: September 2027

Circulation: Governors/all staff/volunteers automatically
Parents on request/School Website

Status: Current

Contents Page

	PAGE
1 Introduction	3
2 Clarification of Terms.....	5
3 Roles and Responsibilities	8
4 Cyber Bullying	11
5 Reporting, Sanctions and Monitoring.....	12
6 Strategies the School Uses to Reduce and Prevent Bullying	14
7 What the School Will Do to Help Students Who Have Been Bullied	16
8 What the School Will Do to Support Students Who Have Bullied.....	17
9 Useful Websites	18

1 Introduction

The Education Act 2002, the Education and Inspections Act 2006, the Equality Act 2010 and the Education (Independent School Standards) Regulations 2014 all explain the legal responsibility of every school to prevent and tackle bullying. All schools must have a behaviour policy, which must be made available to parents, in place and must also follow anti-discrimination law. This means staff must act to prevent discrimination, harassment and victimisation within the school. In line with this, St Benedict's has written this Anti-Bullying Policy. A copy is available from the school office and on the school website for parents, staff, and students to access as needed. The policy takes into account the DfE guidance 'Preventing and Tackling Bullying: Advice for headteachers, staff and governing bodies' (July 2017) and 'Behaviour in Schools: Advice for headteachers and school staff' (2024), and reflects Part 5 of 'Keeping Children Safe in Education' (2026). It should be read alongside the school's Behaviour Policy (in particular its section on child-on-child abuse), the Child Protection and Safeguarding Policy, the Attendance and Punctuality Policy, the Students' Digital Rights Policy and ICT Code of Conduct.

This policy will help the St Benedict's community ensure that it has a zero-tolerance approach to bullying, and that the school provides an environment where every member of that community has the unconditional right:

- To be valued and respected
- To feel safe and be healthy
- To be able to enjoy their time at school and reach their full potential
- Everyone has the right and responsibility to respect themselves and others by not bullying, and to stand up to bullies, whether they are the victim or they are supporting someone else being bullied

To ensure that all our students have a safe and secure learning environment, St Benedict's will always work towards preventing acts of bullying, harassment, aggression, and violence, which are unacceptable and opposed to the Gospel principles and Rule of St Benedict, upon which the school is based. It is also clear that bullying can result in physical, psychological, and emotional damage and, as such, is taken very seriously by St Benedict's.

If such a case arises, the staff will follow the anti-bullying guidelines laid out in this policy. This will enable staff to:

- Identify children displaying unacceptable behaviour and know how to support them so that they can participate in the school community effectively and positively
- Keep all other children safe, happy and confident

The school may sanction students for poor behaviour, including bullying, outside the school premises to such an extent as is reasonable, in line with the Behaviour Policy. This includes bullying that occurs off-site or online, for example when travelling to or from school, on school trips, in school uniform, or where the behaviour could have repercussions for the orderly running and reputation of the school or poses a threat to another student. If seen as appropriate, the Head or staff can choose to report bullying to the police or local council. During school hours, including while students are taking part in school visits, after school clubs and in cases of cyber-bullying, the school has direct responsibility to ensure children feel safe and secure. In line with Keeping Children Safe in Education 2026, staff will always be mindful of the fact that bullying could be seen as a safeguarding issue.

Bullying is a form of child-on-child abuse. In line with Part 5 of Keeping Children Safe in Education (2026), St Benedict's will never tolerate bullying or child-on-child abuse and will never dismiss it as 'banter', 'having a laugh' or 'part of growing up'. This includes bullying and abuse linked to sex, race, religion or belief, disability, sexual orientation or gender reassignment, as well as sexual harassment, sexual violence, misogyny and misandry, racism, faith-targeted abuse, derogatory behaviour and other forms of physical violence and conflict, and behaviour associated with violence against women and girls. The school complies with its duties under Part 6 of the Equality Act 2010 not to discriminate against, harass or victimise students, and makes reasonable adjustments for students with disabilities, including those with SEND. Where bullying may indicate that a student is suffering, or is likely to suffer, harm, staff follow the Child Protection and Safeguarding Policy and speak to the Designated Safeguarding Lead, who will consider whether a Family Help assessment or a referral to children's social care is needed.

2 Clarification of Terms

2.1 Definition of bullying

In line with DfE guidance, bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying often involves an imbalance of power between the perpetrator and the victim, which may be physical, psychological, intellectual, or derive from access to the support of a group or the capacity to socially isolate. It is often motivated by prejudice against particular groups, for example on grounds of race, religion, sex, sexual orientation, gender reassignment, special educational needs or disabilities, or because a child is adopted, is in care or has caring responsibilities, and it may be motivated by actual differences between children or perceived differences. A bully is defined as someone who deliberately sets out to hurt, injure, threaten, frighten, or isolate another person on more than one occasion. All children have upsets and squabbles; these are not classed as bullying. However, any incident is dealt with through the Behaviour Policy and each is taken seriously in its own right.

This policy uses the terms 'victim' and 'perpetrator' for clarity. In line with Keeping Children Safe in Education, staff will be conscious that not every child who has been bullied wishes to be described as a victim, and will use whatever terms the individual child is most comfortable with.

2.2 Definition of cyber-bullying

Cyber-bullying is the use of technology such as mobile phones, email, chatrooms or social media sites such as Facebook, X, and Snapchat to harass, threaten, embarrass, intimidate or target someone. Unlike physical bullying, cyber-bullying can often be difficult to track as the cyber-bully (the person responsible for the acts of cyber-bullying) can remain anonymous when behaving inappropriately online, which may encourage them to behave more aggressively than they might face-to-face.

2.3 Types of bullying

- **Physical:** Deliberately hurting people on a regular basis, threatening to do so, or taking/damaging their property
- **Verbal:** Deliberately hurting feelings through name-calling etc. This could involve racist, sexist or homophobic remarks or commenting on issues to do with disability or SEN. What some students might see as 'banter' can, in fact, be very hurtful to another student. Students should be mindful of this. Staff should always take this form of bullying seriously and investigate concerns that arise. This form of bullying can also include gossiping about someone behind their back
- **Ostracising:** Deliberately excluding someone to make them feel left out or different
- **Prejudice-based and discriminatory:** Bullying related to any of the protected characteristics under the Equality Act 2010 (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation), as well as faith-targeted abuse, culture, special educational needs, misogyny or misandry, appearance or health conditions, or home and family circumstances (for example young carers or children who are adopted or looked after)
- **Sexual:** Unwanted physical contact, sexually abusive or sexist comments, or sexual harassment. Any report of sexual violence or sexual harassment is also managed under the Child Protection and Safeguarding Policy in line with Part 5 of Keeping Children Safe in Education

2.4 Types of cyber-bullying

- **Flaming:** Online fights usually through emails, instant messaging, or chat rooms where angry and rude comments are exchanged

- **Denigration:** Mean online messages sent through email, instant messaging, chat rooms, or websites, with the intention of making fun of someone
- **Exclusion:** Intentionally leaving someone out of a group, such as instant messaging, friend sites, or other online group activities
- **Outing:** Sharing secrets about someone online including private information, pictures, and videos
- **Trickery:** Tricking someone into revealing personal information, then sharing it with others
- **Impersonation:** Pretending to be someone else when sending or posting unkind or false messages online
- **Harassment:** Repeatedly sending malicious messages to someone online
- **Cyber-stalking:** Continuously harassing and denigrating, including threats of physical harm

2.5 Actions NOT considered to be bullying

- Not liking someone
- The changing of a friendship group
- Arguments
- Isolated acts of unkindness or expressions of unpleasant thoughts or feelings regarding others

However, discriminatory behaviour – including racism, faith-targeted abuse and other prejudice-based incidents – is a form of child-on-child abuse in its own right under Part 5 of Keeping Children Safe in Education, whether or not it is repeated and whether or not it meets the definition of bullying above. A single incident of this kind will always be recorded on MyConcern and referred to the Designated Safeguarding Lead, as well as being addressed in line with the school's Behaviour Policy.

2.6 Reasons for bullying

Some reasons why children might bully include:

- They think it is fun, or that it makes them popular or cool
- They feel more powerful or important, or they want to get their own way all the time
- They feel insecure or lack confidence or are trying to fit in with a group
- They are fearful of other children's differences
- They are jealous of another child
- They are unhappy
- They are copying what they have seen others do before, or what has been done to them

2.7 The effects of bullying, and signs to look out for

All forms of bullying cause psychological, emotional and physical stress. Each student's response to being bullied is unique, however some signs that may point to a bullying problem are:

- Unwillingness to go to school
- Depression and anxiety
- Increased feelings of sadness, helplessness, decreased self-esteem, loneliness, loss of confidence and unexpected mood swings
- Loss of interest in activities they used to enjoy
- Unexplainable injuries
- Lost or destroyed clothing, books, electronics, or jewellery
- Frequent headaches or stomach aches, feeling sick or faking illness
- Changes in eating habits, like suddenly skipping meals or binge eating. Children may come home from school hungry because they did not eat lunch
- Difficulty sleeping or frequent nightmares

- Declining grades, loss of interest in schoolwork
- Sudden loss of friends or avoidance of social situations
- Self-destructive behaviour such as running away from home, self-harm, or talking about suicide

2.8 Who students can turn to if they are feeling bullied:

- Parents
- Friends
- A mentor
- A Dean or Sixth Former whom they trust
- Form Tutor
- Division Head
- The School Nurse
- Deputy Heads or the Head
- The School Counsellor
- Any teacher with whom the student feels they have a relationship of trust
- Any other adult who works at the school e.g. a school secretary
- A helpline or website

3 Roles and Responsibilities

3.1 The role of Governors

The governing body supports the Head in dealing with bullying in the school. The governing body will not condone any incidents of bullying, and any incidents that do occur will be taken very seriously, and dealt with appropriately.

The governing body will also ensure that the school promotes an inclusive, anti-discriminatory culture in which racism, faith-targeted abuse and other forms of discriminatory behaviour are recognised, challenged and addressed as part of its safeguarding responsibilities.

The governing body monitors incidents of bullying that occur and reviews the effectiveness of this policy regularly. The governors require the Head to keep accurate records of all incidents of bullying and to report to the governors, on request and at termly safeguarding sub-committee meetings, about the effectiveness of the school's anti-bullying strategies. St Benedict's School monitors its Anti-Bullying Policy regularly and reports to the governors on bullying incidents termly, via the safeguarding sub-committee, in order to ensure its effectiveness.

The policy is also reviewed at least annually by the governors.

A parent/carer who is dissatisfied with the way the school has dealt with a bullying incident can make a complaint. The school Complaints Policy can be accessed via the school website.

3.2 The role of the Head

It is the responsibility of the Head to implement the school's anti-bullying strategy, to ensure that all stakeholders are aware of the school policy, and that they know how to identify and deal with incidents of bullying. The Head will ensure that all members of staff receive sufficient training to be equipped to identify and deal with all incidents of bullying.

3.3 The role of the staff

Members of staff will do all that they can to eradicate bullying. They will ensure that they follow the school's Anti-Bullying Policy and will always support a child who is being bullied. All members of staff will routinely attend training to equip them to identify bullying and to follow school policy and procedures regarding behaviour management.

Staff will use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. Members of staff will keep a vigilant watch on suspected perpetrators; any incidents will be handled carefully. It is important that the child responsible for initiating the bullying is dealt with appropriately. All suspected cases of bullying should be recorded on MyConcern. The person dealing with the incident will need to collect all relevant information so that the correct course of action can be decided, as described below.

3.4 Bullying in the workplace

Incidents where it has been deemed that a member of staff has been bullying a student will be taken very seriously as a matter of child protection. Any such concern will be managed as an allegation or low-level concern under Section 8 of the Child Protection and Safeguarding Policy, including referral to the LADO where the harm threshold is met. Such action will also be taken if it is deemed that a member of staff is bullying another member of staff. The school is clear that bullying of staff, whether by students, parents or colleagues, is unacceptable and will be addressed by the Head.

In the event of the Head being involved in such incidents, reports will be given immediately to the Chair of Governors who will also take formal action where necessary.

3.5 The role of parents/carers

Parents/carers, who are concerned that their child might be being bullied or who suspect that their child may be the perpetrator of bullying, should always contact their child's tutor or Division Head immediately. It is important to understand that telling teachers about any possible problems, or even suspicions of problems, will be taken seriously but will not instantly lead to children being publicly identified as being a victim or other children being identified as perpetrators. Teachers will use information with discretion, and it can be a valuable starting point for an investigation into possible problems.

If parents/carers are not satisfied with the action taken they should contact the Head. If they remain dissatisfied, they should follow the procedure detailed in the Complaints Policy.

Even if not immediately concerned for their own children, parents can support the school's Anti-Bullying Policy by actively encouraging their child to be a positive member of the school:

- Show a real interest in your child's social life and in school events
- Encourage your child to have friends visit your home, to join clubs and to be tolerant and broad-minded towards others
- Build up your child's self-esteem by emphasising positive features and accepting individual characteristics
- Discuss the school's Anti-Bullying Policy with your child and suggest positive strategies if his/her rights are abused
- Encourage your child to take action on bullying, but do not tell him/her to retaliate either physically or with name-calling
- Set a positive example by being firm but positive and not aggressive in your approach to discipline
- Confront the possibility that your child may be engaging in bullying behaviour and be supportive of the school in dealing with this
- **DO NOT TELL YOUR CHILD THAT BULLYING IS PART OF GROWING UP OR IMPLY THAT IT IS IN ANY WAY ACCEPTABLE**
- If your child is being bullied, please **REPORT IT** – the school will then take action

3.6 The role of students

Students are strongly encouraged to tell somebody they trust if they are being bullied, and if the bullying continues they must keep on letting people know. Children are taught a number of strategies to help them with this:

- **Tell the bully to stop.** Make it clear that the behaviour is unwelcome and hurtful
- **Seek help.** Talk to somebody whom you trust
- **Report it.** St Benedict's does not tolerate bullying. Trust the school to deal with any incident appropriately and report it to your tutor, assistant tutor, or any member of staff who you feel comfortable talking to

3.7 What to do to help prevent bullying of other students

St Benedict's encourages students to be vigilant for bullying happening to other people, and to challenge it if they do notice it. Students should:

- Care enough to take action, whether or not they are personally involved
- Intervene at an early stage so that the problem is dealt with before it gets out of hand
- Have the courage to report bullying
- Do not follow friends when they disagree with their behaviour
- Learn to be tolerant and broad-minded and to rejoice in individual differences
- Be aware of the schools Anti-Bullying Policy and give it their full support
- Sometimes bullies exclude people. If they are popular and have a positive peer-group, try to be inclusive to those who have been or are currently victims of bullying
- Listen and ask for advice during PSHE lessons

3.8 Assurances that teachers can provide about bullying:

- If you have been bullied you are not to blame
- Nobody deserves to be bullied
- Everyone is entitled to enjoy school
- Staying silent solves nothing
- We are here to help
- All reported incidents of bullying will be dealt with in accordance with this policy
- Victims of bullying are treated with care and respect

4 Cyber-Bullying

Cyber-bullying is treated as seriously as any other form of bullying. In fact, cyber-bullying can often be more serious, as it can continue outside school in any place and at any time. St Benedict's has a separate policy related to e-safety addressing the use of mobile technology, social media, appropriate online activity, security, access, and monitoring procedures. The ICT Code of Conduct is displayed prominently in all ICT classrooms and is explained and discussed with students in assemblies, PSHE and IT classes.

Although bullying is not in itself a specific criminal offence, some bullying behaviour — particularly harassment, threats or malicious communications — may amount to a criminal offence under legislation such as the Computer Misuse Act 1990, the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003 or the Public Order Act 1986. Where staff believe an offence may have been committed, the school will seek assistance from the police.

Cyber-bullying may involve the making or sharing of nude or semi-nude images, including images that have been digitally altered or generated using artificial intelligence ('deepfakes' or 'deep nudes'). The term '**images**' includes all visual content, such as photographs, videos and livestreams. Any such incident is treated as a serious safeguarding matter and is managed by the Designated Safeguarding Lead in line with the Child Protection and Safeguarding Policy, Keeping Children Safe in Education (2026) and the UKCIS guidance 'Sharing nudes and semi-nudes'. Staff will not view, copy, forward or delete suspected images but will secure the device and refer immediately to the DSL. In line with the school's Behaviour Policy and the DfE 'Searching, screening and confiscation' guidance, a member of staff authorised by the Head may seize an electronic device and, where a device is suspected to contain evidence of an offence or an indecent image of a child, it will be handed to the police.

5 Reporting, Sanctions and Monitoring

5.1 Procedures for staff dealing with bullying

The following steps must be taken when dealing with incidents of bullying:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached, or who suspects or has observed the bullying
- A clear account of the incident will be recorded in writing either by the victim or the member of staff recording the victim's verbal statement and added to MyConcern
- The student's Division Head and tutor, along with the Deputy Head Pastoral must be informed immediately
- Unless informing parents would place a student at risk, parents of both the victim and the perpetrator will be kept informed throughout the process
- Subject teachers will be kept informed and asked to monitor the situation

5.2 The disciplinary structure for responding to Bullying

Warning

If a student is beginning to behave in a manner which could develop into or be interpreted as bullying, wherever possible a warning will be given. In this way it is hoped that many potentially serious situations will never materialise. However, the warning stage is at the discretion of the school and a student involved in a serious incident of bullying will bypass this stage and be placed directly on Level 1. A note should be made on MyConcern to alert the DSL team, who can then decide if the incident should be referred to the Police and/or Children's Social Care, especially if the victim is particularly vulnerable.

Level 1

Where, after due investigation the school is satisfied that bullying occurred, it will be explained to the perpetrator why their behaviour is unacceptable. At this stage positive strategies will be pursued alongside sanctions. An Individual Behaviour Plan (IBP) will be agreed and generally a Saturday pastoral detention will be given. It is possible, after a considerable period of time during which the student has not only totally desisted from bullying but also given evidence of positive support of and participation in the Anti-Bullying Policy, that the student will be removed from Level 1. However, this is entirely at the discretion of the school and a student involved in a further instance of bullying will be placed directly on Level 2. The action by the school will be confirmed in a letter to the parents which will be attached to the student's behavioural file. This Level will be led by the relevant Division Head. A note should be made on MyConcern to alert the DSL team who can then decide if the incident should be referred to the Police and/or Children's Social Care, especially if the victim is particularly vulnerable.

Level 2

If the bullying continues, arrangements will be made to minimise contact between perpetrator and victim, if this would be helpful. The perpetrator's parents will be called into school to discuss the situation. Moves to Level 2 will be confirmed in writing and a Saturday detention given. The perpetrator will sign a second IBP promising that the bullying will not be repeated. It will not be possible to be removed from Level 2 or any subsequent Level. It is envisaged that in most cases these two Levels will be sufficient. This Level will be led by the Division Head. A note should be made on MyConcern to alert the DSL team who can then decide if the incident should be referred to the Police

and/or Children's Social Care, especially if the victim is particularly vulnerable.

Given the serious, public and permanent nature of most cyber-bullying, this will often warrant an Anti-Bullying Level 2 sanction from the outset. It is important for students to realise that the use of photographs of other students may well make the case a safeguarding issue which may lead to police involvement.

Level 3

Where no improvement in the bullying takes place, the perpetrator may be suspended from school. Parents will be invited to meet the Deputy Head or the Head. A third and final IBP will be agreed. This stage will be led by the Deputy Head Pastoral. A note should be made on MyConcern to alert the DSL team who can then decide if the incident should be referred to the Police and/or Children's Social Care, especially if the victim is particularly vulnerable.

Level 4

As a last resort, and when it is clear that the perpetrator consistently endangers the welfare of fellow members of the school community, he/she will be permanently excluded from St Benedict's. This stage will be led by the Head. A note should be made on MyConcern to alert the DSL team who can then decide if the incident should be referred to the Police and/or Children's Social Care, especially if the victim is particularly vulnerable. The school file on the student expelled will be forwarded to their new school in line with Keeping Children Safe in Education 2026.

Students placed on any Level of the Anti-Bullying Policy are asked to read and then sign an undertaking to comply with this policy. A parent/guardian and stage leader then countersign. If a student is already on a Level of the school Behaviour Policy, then going onto a stage of the school Anti-Bullying Policy will generally put them onto the next level of the school Behaviour Policy as well.

6 Strategies the School Uses to Reduce and Prevent Bullying

St Benedict's expects a high standard of behaviour at all times. We aim to provide a safe and caring environment for everybody and have adopted a range of strategies to prevent and reduce bullying, to raise awareness of bullying and support victims and those displaying bullying behaviour alongside our overarching Anti-Bullying Policy:

- Our staff have appropriate training in the principles of the Anti-Bullying Policy and their legal and professional duties. Specific training is provided so that staff understand the needs of their students, including those with special educational needs or disabilities, children who are, or who are perceived to be, lesbian, gay or bisexual; gender-questioning children; looked-after children and previously looked-after children; and young carers
- All students are treated fairly in accordance with the 2010 Equality Act and all reasonable adjustments are made in dealing with bullying for students with SEND
- St Benedict's is alert to the barriers which may prevent students, including barriers which may be specific to pupils with SEND, from reporting bullying and ensures that there are a number of reporting routes available to all pupils (including, but not limited to: anonymous bullying report accessible via Firefly, Skodel Checkin, regular 1:1 discussions with form tutors, accessible pastoral staff, an 'upstander' culture)
- The school also recognises that children may experience prejudice-based harm, including racism, faith-based prejudice, and other forms of discrimination, and that such experiences may affect a child's welfare, wellbeing, mental health and willingness to seek help.
- Every student has a dedicated tutor who sees them at morning registration, at lunchtime, and at dismissal at the end of the school day. They are the central point of the pastoral care for the students along with the Division Head who has overall pastoral supervision of each year group. During the school day there is supervision by school staff of all play areas at lunchtimes and breaks
- We provide information to all parents on the symptoms of bullying and the steps to take if they suspect their child is being bullied. Particular care is taken to ensure that parents are well informed about the possibility of cyber-bullying. The school will always contact the parents of both the perpetrator and the victim when cases of bullying are discovered
- In line with Department for Education guidance, St Benedict's is a phone free environment and phone use is strictly prohibited throughout the school day. Sixth Formers may use their phones, but only in the Sixth Form areas (for example the Sixth Form common room). Please also see the school's Behaviour Policy
- We consistently promote the school's code of behaviour, which requires all students to respect the rights of others. The code emphasises the clear message that unkindness and bullying have no place at St Benedict's. The school holds an annual Anti-Bullying week to reinforce these values
- Sixth Form Decans, who are trained at the start of the year, take on a pastoral role with students from younger year groups. There is also a school council with students from every year group. They are encouraged to raise any concerns about bullying in their discussions. There is an annual consultation with the Student Council on student behaviour and bullying
- During assemblies and PSHE lessons there is time to discuss and explore bullying issues with the students. These times are also used to raise awareness of cyber-bullying, to teach students to safely use technology (including mobile phones, email, internet), and to develop pupil understanding of online harms including deepfakes, pornography, and misogynistic influencer content
- All websites accessed in school are screened. This software monitors the language used in all documents, emails, and websites. Rude or offensive emails, websites, or documents are sent to the Senior Deputy Head and Deputy Head Pastoral, who will work with the tutors and Division Heads of those involved to take appropriate action
- School devices and platforms are also monitored when pupils are off site. Alerts of inappropriate

behaviour/language are sent to the Senior Deputy Head and Deputy Head Pastoral, who will work with the tutors and Division Heads of those involved and take appropriate action

- In line with the school's Child Protection and Safeguarding Policy, the school's filtering and monitoring systems are reviewed annually
- All instances of bullying are recorded on MyConcern as well as on a central record of bullying kept by the Deputy Head. There is a biannual audit and analysis of incident logs and interventions to continually improve practice
- The DSLs of St Benedict's are experienced at working with the Ealing Council and other external agencies including Police and Children's Services as appropriate and will pass on bullying concerns which might also be safeguarding concerns as appropriate
- St Benedict's liaises with feeder schools and pastoral leaders to ensure that records are appropriately passed on to manage students' transition between the various stages of their education

7 What the School Will Do to Help Students Who Have Been Bullied

Staff, who are aware of the potentially severe effects of different forms of bullying, will support all students who are bullied.

The nature and level of support will depend on the individual circumstances and the level of need. Support can include:

- A quiet word from a teacher that knows the student well
- Allocation of a 'buddy' or mentor
- Asking the pastoral team (pastoral leader, Designated Safeguarding Lead, and Senior School Counsellor) to provide support
- Providing formal counselling with agreement from parents
- Arranging a phased return to school
- Finding things to do at break and lunchtime to help foster friendships

The school will do all it can to ensure bullied children continue to attend school. In addition to the examples of support listed above, this could include using separate on-site provision that provides respite for bullied students, whilst maintaining their educational progression. It is important that this support goes hand-in-hand with measures to tackle the bullying so that bullied children feel safe at school, and on their way to and from school.

Where bullying contributes to a student's absence, the school responds sensitively and provides support to help the student attend, in line with the Attendance and Punctuality Policy and 'Working together to improve school attendance' (2026).

8 What the School Will Do to Support Students Who Have Bullied

Often there are pastoral concerns which lie behind students bullying others, and it is important that the causes of bullying are addressed alongside sanctions for that behaviour. There are a number of ways in which St Benedict's does this:

- The Behaviour Levels of the Anti-Bullying Policy and the whole school Behaviour Policy have positive as well as negative points, and include rewards for moving to more positive behaviour with incentives such as coffee shop vouchers for good behaviour over a period of time
- The school will work closely with parents and the student if there is a current SEND concern, or if, in light of the bullying incident, a SEND concern is suspected. Positive support in and out of class, and if appropriate with external agencies / GPs, can often help to improve behaviour
- There is a mentoring system in the school, and students who have been involved in bullying are also often partnered with a senior student who they can talk to and who can support them in the aftermath of a bullying incident. If appropriate, students can also be referred to the school counselling service
- Form teachers and class teachers have an important role to play in ensuring that all students move on positively from an incident where bullying has occurred
- If students who have been bullying are suspended, they will be sent work to complete and, if their suspension has been lengthy, supported on their return to school

9 Useful Websites

The following websites all provide further resources for students who are either being bullied or worrying about someone being bullied.

www.bullying.co.uk
www.anti-bullyingalliance.org.uk
www.childline.org.uk
www.coramkidscape.org.uk
www.each.education
www.youngminds.org.uk
www.stonewall.org.uk
www.nspcc.org.uk
www.childnet.com
www.internetmatters.org
www.saferinternet.org.uk
www.parentzone.org.uk
www.thinkuknow.co.uk