

# **St. Joseph's Catholic Academy**

## **Anti-Bullying**

### **Policy**

#### **2018-2019**



**Executive Head Teacher: Mr T.B. Tapping**  
**Head of School: Mr P Mitchell**

**December 2018**

# STATEMENT OF INTENT

We at St. Joseph's Catholic academy aim to create an environment where all members of the school community are encouraged to follow Christ's call to 'Love Thy Neighbour'. There is no place in our school community for behaviours or actions which are aggressive, dangerous or have the effect of intimidating, humiliating or offending others.

## DEFINITION OF BULLYING.

**The following statement was chosen by the pupils of St. Joseph's academy as their definition of bullying.**

Bullying may be defined as any deliberately hurtful behaviour, usually repeated over a period of time and intentionally hurts another pupil or group physically or emotionally, where it is difficult for those being bullied to defend themselves, and is often motivated by prejudice.

## PROCEDURES, GUIDANCE AND INTERVENTIONS

The Anti-bullying policy applies to all pupils and staff who work at the school and may extend beyond the school site; this includes school trips, the journey to and from school for pupils and with the use of social media networks. The policy therefore applies at all times when staff 'duty of care' responsibilities apply. The governors wish all parents and carers to know that they expect the school to have a loving atmosphere in which pupils can feel happy and secure and able to work to the best of their ability.

Pupils of St. Joseph's Catholic Academy will be educated that bullying is not acceptable. This will be through a series of anti-bullying campaigns including taught RE lessons, tutor activities, assemblies and pupil-led events related to bullying issues. The Anti-bullying policy will also be promoted through school displays.

The Head of School will make clear the school's stance on bullying to all parents of in-coming pupils. All new pupils will be informed of the anti-bullying policy at the start of the school year. Parents/carers are encouraged to report bullying and in the first instance should do this via the Head of House. Parents/carers of pupils who join the school during the school year will be informed of the school's stance on bullying when they meet them prior to pupil admission.

All staff will be issued with guidelines on bullying as part of the school's anti-bullying policy. These guidelines are explained to new staff as part of induction and re-enforced by the Pastoral Team at regular house team meetings. Non-teaching staff will be issued with copies of the guidelines on bullying and will be aware of the school's stance on bullying.

Should any bullying be taking place then pupils are always encouraged to tell an appropriate person. This could be their form tutor, a teacher, the Head of House, school chaplain or external agencies working with the school. It may be a member of staff with whom the pupil feels particularly at ease. The Pastoral Team must be informed and an investigation conducted into the alleged incident. Incidents of bullying witnessed by staff should be dealt with immediately and the incident reported to the Pastoral Team via CPOMS. Parents/carers of both parties will be informed and if appropriate a meeting will also take place. Proven incidents of persistent harassment and intimidation may result in a permanent exclusion. Parents/carers should be aware that the staff may wish to contact the Police for further advice and action.