



St. Joseph's Catholic Academy

In our School, may there be prayer,
learning and humour, hard work,
faith and friendship.



Anti-Bullying Policy

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Bishop Chadwick
Catholic Education Trust

Policy details

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STATEMENT OF INTENT

At St Joseph's Catholic Academy, we aim to create an environment where all members of the school community are encouraged to live out our mission:

"Inspired by God's love, we empower every member of our community to let their light shine."

There is no place within our school community for behaviours or actions that are aggressive, dangerous, or have the effect of intimidating, humiliating, discriminating against, or offending others.

This policy is available on the school's website, within the shared electronic staff area, and upon request from either the Assistant Headteacher or the Headteacher.

This policy should be read in conjunction with the following school policies:

- Safeguarding and Child Protection Policy
- Equality and Diversity Policy
- Governors' Behaviour Standards
- Special Educational Needs and Disabilities (SEND) Policy
- Personal, Social, Health and Economic Education (PSHE) Curriculum and Schemes of Work

This policy is also integral to the spiritual, moral, social, and cultural (SMSC) development of all students.

Legislative and Statutory Guidance

This Anti-Bullying Policy has been developed with regard to and is compliant with the following guidance and legislation:

- Equality Act 2010
- SEND Code of Practice: 0 to 25 Years (2015)
- *Preventing and Tackling Bullying: Advice for Headteachers, Staff and Governing Bodies* (DfE)
- *Keeping Children Safe in Education* (KCSIE) (latest statutory guidance)
- Education and Inspections Act 2006

DEFINITION OF BULLYING

The following statement was chosen by the students of St Joseph's Catholic Academy as their definition of bullying:

"Bullying is behaviour by an individual or group, repeated over time, that intentionally causes physical or emotional harm to another person or group. Bullying is often motivated by prejudice and can occur both face-to-face and online. Those experiencing bullying may find it difficult to defend themselves."

St Joseph's Catholic Academy views the following as examples of unacceptable behaviour:

- Physical abuse, including deliberate violence, intimidation, and sexual assault.
- Verbal abuse, including name-calling, teasing, insults, threats, or offensive remarks.
- Online bullying (cyberbullying), which involves the use of technology, social media platforms, messaging services, gaming platforms, email, photographs, videos, mobile phones, or other digital communication to intentionally harm, intimidate, or upset another person.
- Indirect emotional bullying, such as deliberately excluding someone from social groups, influencing others to exclude them, or spreading malicious rumours.

Bullying may involve behaviour that falls short of direct participation, for example manipulating a third party into teasing, intimidating, or tormenting another person. Bullying may be overt and obvious, but it is often subtle, hidden, and difficult to identify.

Bullying includes actions, language, or behaviours that target an individual's actual or perceived:

- Race, ethnicity, nationality, culture, or language;
- Religion or belief;
- Disability or special educational needs;
- Sex;
- Sexual orientation;
- Gender reassignment;
- Family circumstances;
- Appearance; or
- Any other protected characteristic as defined by the Equality Act 2010.

The seriousness of bullying cannot be overstated. Bullying is one of the key concerns that parents and carers have regarding their children's safety and wellbeing both in school and on the journey to and from school. It is also a significant concern for children and young people themselves.

Bullying can have a serious impact on a young person's emotional wellbeing, mental health, confidence, self-esteem, and sense of security. It can negatively affect attendance, engagement, participation, and academic attainment. Bullying can marginalise those who may be perceived as different and may have a long-lasting impact on a young person's life. In the most serious cases, bullying may contribute to self-harm, mental health difficulties, or suicidal thoughts.

Some incidents of bullying may also constitute child-on-child abuse and will be addressed in accordance with the school's Safeguarding and Child Protection Policy.

It is recognised that students who display bullying behaviour may have complex reasons for their actions and may themselves require support. It is important that all students understand the impact of their behaviour on others and are supported to develop positive relationships, empathy, and respect for others.

Students are educated about bullying, prejudice, diversity, equality, and respectful relationships through the curriculum, including PSHE, Religious Education, assemblies, pastoral programmes, awareness campaigns, and positive staff role modelling.

The school recognises that some forms of bullying behaviour may also constitute criminal offences. There are criminal laws relating to harassment, assault, hate crime, threatening

behaviour, malicious communications, and online abuse. Where staff believe that a criminal offence may have been committed, advice and support will be sought from the police and other appropriate agencies.

INDICATORS OF THE CHARACTERISTICS OF BULLYING

Can be mistaken for bullying but it is not bullying and will be classed as a hurtful incident.	Bullying where harm is intended. To be classed as bullying it can be any one of the below and be repetitive.	Criminal Activity (to be decided by the police)
Playful teasing A one- off fight Rough and tumble or play fighting without real intention to cause damage	<u>PHYSICAL</u> Any form of physical attack which is not a one-off event. Damaging someone else's property which is not a one-off event. <u>NON-PHYSICAL</u> Abusive language Abusive telephone calls Abusive texting Extorting money Intimidation/threats of violence Name calling Racist/sexist remarks Sexually suggestive language Cruel remarks Spreading false/malicious rumours via social media or otherwise <u>NON-VERBAL</u> Direct Mean faces/rude gestures Indirect Manipulating/ruining friendships Systematically excluding, ignoring and isolating Sending often anonymous poisonous notes texts messages etc. Videoing incidents	Assault with a weapon Grievous bodily harm Seriously threatening to kill or harm Serious theft Sexual abuse Racial abuse
<u>Suggested School Action</u> these should be handled sensitively by the school where appropriate but not treated as bullying	<u>Suggested School Action</u> This should be handled by the school	<u>Suggested School Action</u> These should be handled by the police or other appropriate authorities

*The Anti-Bullying Handbook Keith Sullivan Oxford OUP

AIMS OF ST JOSEPH'S CATHOLIC ACADEMY

St Joseph's Catholic Academy is committed to creating a safe, caring and inclusive environment where all members of the school community are treated with dignity and respect.

The aims of this policy are:

- To promote a secure, welcoming and happy environment free from bullying, harassment, discrimination, intimidation and prejudice.
- To take proactive action to prevent bullying through effective pastoral care, education, personal development and a clear whole-school approach.
- To demonstrate a strong commitment to preventing and addressing bullying through education, support, restorative approaches and appropriate sanctions.
- To inform students, parents and carers of the school's expectations and to foster a productive partnership that helps maintain a safe and respectful environment.
- To support students in becoming caring, responsible and respectful citizens both within and beyond the school community.
- To ensure that all staff understand their role in promoting positive relationships and creating a culture where bullying is challenged and addressed effectively.

PROCEDURES, GUIDANCE AND INTERVENTIONS

This Anti-Bullying Policy applies to all students and staff at St Joseph's Catholic Academy. The policy applies to behaviour on the school site, during educational visits, whilst travelling to and from school, and online where such behaviour affects the safety, wellbeing or education of members of the school community.

The policy applies whenever the school's duty of care responsibilities apply.

Governors, staff and leaders are committed to ensuring that the school provides a caring atmosphere in which students feel safe, valued and able to achieve their full potential.

Students at St Joseph's Catholic Academy will be educated about bullying and its impact through a range of activities including:

- Religious Education lessons;
- PSHE lessons;
- Tutor activities;
- Assemblies;
- Student leadership activities;
- Anti-bullying campaigns;
- Student-led events; and
- School displays and awareness materials.

The Headteacher will ensure that the school's approach to preventing and tackling bullying is communicated to parents and carers of all new students. All students will be informed of the school's Anti-Bullying Policy at the start of each academic year.

Parents and carers are encouraged to report concerns regarding bullying at the earliest opportunity. In the first instance, concerns should be raised with the student's Tutor or Head of House. Parents and carers of students joining the school during the academic year will be informed of the school's expectations and procedures during the admission process.

All staff will receive guidance and training regarding bullying prevention and intervention. This will form part of staff induction and ongoing safeguarding and pastoral training. Non-teaching staff will also receive appropriate guidance and will be expected to uphold the school's commitment to preventing bullying.

Identifying Students Who May Be Experiencing Bullying

St Joseph's Catholic Academy takes all concerns regarding bullying seriously. Identifying students who may be experiencing bullying can be challenging; however, the following indicators may suggest that support is required:

- A decline in academic performance or engagement.
- Changes in attendance, punctuality or reluctance to attend school.
- Social withdrawal or isolation from peers.
- Appearing unhappy, anxious, distressed or lacking confidence.
- Frequent visits to pastoral or medical staff.
- Missing, damaged or lost possessions.
- Changes in behaviour, including aggression or emotional outbursts.
- A noticeable change in friendships or peer relationships.

These indicators do not necessarily mean bullying is taking place but may warrant further investigation and support.

All staff are expected to remain vigilant and observe student behaviour throughout the school day.

Reporting Concerns

Students are encouraged to report any bullying concerns to a trusted adult as soon as possible. This may be any member of staff with whom they feel comfortable speaking.

All reports, allegations or concerns relating to bullying must be recorded on CPOMS and referred promptly to the appropriate member of the Pastoral Team for investigation.

Where safeguarding concerns are identified, these will be managed in accordance with the school's Safeguarding and Child Protection Policy.

Parents and carers of all students involved will be informed where appropriate, and meetings may be arranged to discuss concerns and agree next steps.

Serious or repeated incidents of bullying may result in suspension or permanent exclusion in line with the school's Behaviour Policy and statutory guidance.

Where behaviour may constitute a criminal offence, or where additional safeguarding concerns exist, advice and support may be sought from the Police, Children's Social Care or other appropriate agencies.

DEALING WITH STUDENTS WHO HAVE EXPERIENCED BULLYING

Procedure for Students

Any student who witnesses or experiences bullying should report the incident to their Head of House, Tutor or another trusted member of staff as soon as possible.

Procedure for Staff

If a member of staff witnesses an incident of bullying or receives a report of bullying, they should:

1. Reassure and support the students involved.
2. Explain that the concern will be taken seriously and passed to the appropriate pastoral staff for investigation.
3. Record the concern on CPOMS and inform the relevant member of the Pastoral Team as soon as possible.

Heads of House must ensure that all reported incidents of bullying are investigated and that the Assistant Headteacher with responsibility for Pastoral Care and Anti-Bullying is informed.

The Assistant Headteacher with responsibility for Pastoral Care and Anti-Bullying will maintain a central record of all reported bullying incidents through CPOMS and monitor outcomes and actions taken.

What Happens When Bullying Is Reported?

The student reporting or experiencing bullying will be interviewed by the relevant pastoral member of staff and asked to provide an account of events. The school's procedures will be explained clearly, and the student will be offered appropriate support and reassurance. Where necessary, additional pastoral support or referral to relevant services will be considered.

Where it is determined that bullying behaviour has occurred, the student responsible and any witnesses will be interviewed individually and asked to provide an account of events.

The use of restorative approaches may be considered where appropriate, taking account of the wishes of those involved, the seriousness of the incident and the need to safeguard all students.

All relevant information will be recorded on CPOMS.

The pastoral team will determine the most appropriate course of action based on the nature, severity, impact and frequency of the behaviour.

Students responsible for bullying behaviour will be made aware of the impact of their actions and why their behaviour is unacceptable. Appropriate support, intervention and education will be provided alongside any disciplinary measures.

Where appropriate, parents and carers will be informed and involved in supporting positive behavioural change.

Senior leaders may become involved where incidents are serious, repeated or have significant impact on those involved.

Sanctions and Interventions

Sanctions and interventions will be applied in accordance with the school's Behaviour Policy and may include:

- Formal warning from pastoral leaders or senior staff
- Restorative meetings where appropriate
- Loss of privileges such as school trips
- Detentions
- Internal exclusion
- Suspension
- Permanent exclusion at the Headteacher's discretion in line with statutory guidance and the Governors' Behaviour Standards

These are not exhaustive and will be considered alongside appropriate support and intervention strategies.

In very serious cases, or where a criminal offence or safeguarding concern may have occurred, referrals may be made to the Police, Children's Social Care or other relevant agencies.

St Joseph's Catholic Academy will raise staff awareness through regular training and will take proactive steps to reduce the risk of bullying in areas and at times where it is most likely to occur.

The key principles of this policy will be promoted through:

- PSHE lessons;
- Assemblies;
- Tutor programmes;
- Student committees and student leadership groups;
- School Council discussions; and
- Opportunities across the wider curriculum.

Parents and carers will also be encouraged to contribute to the development and evaluation of the school's anti-bullying work.

All reported incidents will be followed up by Heads of House to ensure concerns have been resolved and that students continue to feel safe and supported.

Bullying records will be reviewed regularly by the Assistant Headteacher with responsibility for Pastoral Care, the Anti-Bullying Lead and the Pastoral Team to identify trends, monitor outcomes and evaluate the effectiveness of this policy.

St Joseph's Catholic Academy is committed to fostering a culture of kindness, respect and inclusion. We expect all members of our community to play an active role in preventing bullying and ensuring that every student feels safe, valued and able to flourish.

DEALING WITH A STUDENT WHO BULLIES

We recognise that bullying behaviour can arise from a range of factors, including adverse childhood experiences, family circumstances, peer influences, social and emotional difficulties, unmet needs, community influences, prejudice, or a combination of these and other factors. While bullying behaviour is never acceptable, the school seeks to understand and address the underlying causes alongside applying appropriate sanctions and support.

Where bullying behaviour is identified, St Joseph's Catholic Academy will take a restorative, educational, and proportionate approach whilst ensuring the safety and wellbeing of all students involved.

STAFF AT ST JOSEPH'S CATHOLIC ACADEMY ARE ENCOURAGED TO:

1. Respond promptly to all reports of bullying.
2. Remain calm, professional and non-judgemental.
3. Ensure the immediate safety and wellbeing of all students involved.
4. Separate the behaviour from the individual and challenge the behaviour appropriately.
5. Listen carefully to all parties and gather relevant information.
6. Explain clearly to students the school's expectations, procedures and possible consequences.
7. Record and report incidents in accordance with safeguarding and behaviour procedures.
8. Inform and involve parents/carers where appropriate.
9. Implement appropriate sanctions and restorative approaches.
10. Provide support and intervention for both the student experiencing bullying and the student displaying bullying behaviour.
11. Involve external agencies where appropriate, for example Children's Social Care, Educational Psychology Services, CAMHS, Early Help or the Police.
12. Where serious incidents occur, including violence, discriminatory abuse or safeguarding concerns, take immediate action in line with the Behaviour Policy and Safeguarding Policy, which may include suspension whilst investigations are undertaken.

EXPECTATIONS

Our aim at St Joseph's Catholic Academy is to prevent bullying through a whole-school culture of respect, dignity, inclusion and positive relationships.

EXPECTATIONS OF STAFF AND GOVERNORS

1. Promote a whole-school culture which celebrates diversity and supports all students.
2. Ensure the Anti-Bullying Policy is implemented consistently and reviewed regularly.
3. Foster positive partnerships between the school, families and the wider community.
4. Maintain clear expectations regarding behaviour, rights, responsibilities and consequences.
5. Provide a safe, welcoming and stimulating learning environment.
6. Ensure all allegations and reports of bullying are taken seriously and investigated appropriately.
7. Recognise the school's responsibility to address bullying that occurs both within school and, where appropriate, beyond the school gates when it affects students' safety, wellbeing, behaviour or education.
8. Respond to parental concerns promptly, professionally and sensitively.
9. Monitor patterns and trends of bullying to inform prevention strategies.
10. Ensure staff receive appropriate training and guidance.

EXPECTATIONS OF PARENTS/CARERS

1. Engage positively with their child's education and school life.
2. Support the school's expectations regarding behaviour and conduct.
3. Report concerns regarding bullying promptly.
4. Work in partnership with the school to resolve concerns.
5. Encourage their child to report concerns and seek help where necessary.
6. Support their child in using social media and online communication responsibly.
7. Respond to school communications and concerns in a timely manner.

EXPECTATIONS OF STUDENTS

1. Treat others with dignity, kindness and respect.
2. Follow the school's behaviour expectations and values.
3. Report bullying, discrimination or unkind behaviour to a trusted adult.
4. Support peers who may be experiencing difficulties.
5. Take responsibility for their actions and behaviour.
6. Engage positively with restorative and support processes where required.

Control of the school environment is both physical and emotional. Students will be supported to develop positive relationships and self-regulation skills. Staff will maintain a visible presence throughout the school day and actively promote a safe and inclusive environment.

ACTION UNDERTAKEN BY THE SENIOR LEADERSHIP TEAM TO COMBAT BULLYING

1. Regular staff training on bullying prevention, safeguarding and behaviour management.
2. Ongoing monitoring and review of bullying incidents, trends and procedures.
3. Delivery of anti-bullying education through PSHE, Religious Education, assemblies and tutor time.
4. Student leadership opportunities including peer mentoring and student voice activities.
5. Effective deployment of pastoral staff, learning mentors and support staff.
6. Promotion of positive relationships, inclusion and respect through the curriculum and wider school life.
7. Targeted intervention programmes for students requiring additional support.

EXTERNAL SUPPORT AND TRAINING PROVIDERS MAY INCLUDE:

1. South Tyneside Council.
2. Educational Psychology Services.
3. Children's Social Care.
4. Community Police Officers.
5. CAMHS and Health Professionals.
6. Anti-Bullying Alliance and other recognised organisations.

MONITORING AND EVALUATION

This policy will be reviewed annually by the Anti-Bullying Lead, Assistant Headteacher (Pastoral), Headteacher and Governing Body.

The Governing Body will receive information regarding bullying trends and the effectiveness of anti-bullying strategies.

1. Bullying records will be maintained in accordance with the school's records retention schedule and data protection requirements.
2. The policy will be reviewed annually and updated where necessary.
3. The policy will be shared with staff, students, parents/carers and governors.
4. Student voice and governor feedback will contribute to policy review and evaluation.
5. Analysis of bullying incidents will be used to identify trends and improve practice.

IN-YEAR ADMISSIONS

All schools have a statutory responsibility to have procedures in place for preventing and responding to bullying.

If you are concerned about bullying, or your child has reported bullying, you should contact the school's Anti-Bullying Lead, Assistant Headteacher (Pastoral) or another appropriate member of staff.

The school will investigate concerns promptly and work in partnership with students and parents/carers to resolve issues effectively.

Where concerns remain unresolved, parents/carers may follow the school's Complaints Procedure.

Parents seeking a school place because of bullying concerns at another school may be asked to provide information demonstrating that appropriate procedures have been followed at the current school before an application can be fully considered.

PARENTS/CARERS GUIDANCE

At St Joseph's Catholic Academy, we believe parents and carers play a vital role in promoting respectful behaviour and supporting the school's efforts to prevent bullying.

SIGNS TO LOOK FOR IN YOUR CHILD

Possible indicators may include:

1. Headaches, stomach aches, anxiety or stress.
2. Reluctance or refusal to attend school.
3. Withdrawal from friendship groups.
4. Missing money, possessions or equipment.
5. Unexplained injuries.
6. Changes in behaviour, mood or confidence.
7. Reluctance to discuss school or online activity.
8. Changes in sleeping or eating patterns.

These signs do not necessarily indicate bullying but may suggest that a child requires additional support.

PARENTS/CARERS CAN:

1. Read the school's Anti-Bullying Policy.
2. Speak to school staff as soon as concerns arise.
3. Listen carefully and reassure their child.
4. Remind their child that bullying is never their fault.
5. Encourage their child to report concerns and seek support.
6. Work collaboratively with the school to resolve concerns.
7. Maintain communication with key school staff.
8. Follow the school's Complaints Procedure if concerns remain unresolved.
9. Support opportunities to review and improve school policies and procedures.

Bullying concerns are most effectively resolved when parents/carers, students, school staff and governors work together in partnership.

IF YOU FEEL YOUR CHILD MAY BE BULLYING OTHERS

Possible indicators may include:

1. Aggressive or controlling behaviour towards others.
2. A lack of empathy or remorse.
3. Unexplained possessions or money.
4. Negative comments about particular individuals or groups.
5. Behaviour that seeks to intimidate, manipulate or exclude others.

These indicators do not automatically mean a child is bullying others, but they may warrant discussion and support.

WHAT CAN YOU DO?

1. Speak openly and calmly with your child about your concerns.
2. Help your child understand the impact of their behaviour on others.
3. Promote empathy, respect and responsible decision-making.
4. Work closely with the school to address concerns.
5. Praise positive behaviour and acts of kindness.
6. Monitor your child's use of social media, gaming platforms and online communication.
7. Seek additional support from the school or external agencies where appropriate.

This approach better aligns with current safeguarding practice, KCSIE principles, online safety expectations and DfE guidance on behaviour and bullying.



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