



St. Joseph's Catholic Middle School Anti-bullying Policy 2024 / 2025

Date	Sept 2024
Date to be reviewed	Sept 2025
Head Teacher	Nick Wood
Chair of Governors	Wendy Ross

Contents

Introduction	3
Mission Statement	3
Aim	3
Prevention of Bullying.....	3
Implementation	4
Pupils.....	4
Addressing Bullying Behaviour.....	4
Monitoring, Evaluation and Review.....	5
Useful Links and Supporting Organisations	5

Introduction

Bullying is defined as deliberately hurtful behaviour, that is repeated over a period of time, where it is difficult for those being bullied to defend themselves. The four main types of bullying are:

- Physical (any physical contact including theft)
- Verbal (name calling, protected characteristics)
- Indirect (rumour spreading, repetitive exclusion from social groups)
- Cyber (using electronic forms of contact repeatedly)

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual or regular absences. There may be evidence of changes in learning patterns, lacking concentration or truancy, both internal and external. Pupils are consistently encouraged to report experiences or witnessing of bullying behaviours at St. Joseph's Middle School.

Mission Statement

The mission statement of St. Joseph's Catholic Middle school is that "The family of St. Joseph's loves, learns and grows together as followers of Jesus." Bullying behaviours are firmly contrary to this mission statement and will be addressed as such.

Aim

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. This includes behaviours from pupils that might be actioned out of school hours but could lead to the victimisation of other pupils.

All staff, both teaching and support staff, must be alert to the signs of bullying to act promptly and firmly in accordance with school policy.

Prevention of Bullying

At St. Joseph's we work as a community to reduce bullying in order to promote a positive and inclusive school. Alongside the school's responsive strategies for dealing with incidents of bullying, the school adopts a whole school approach to implementing proactive and preventative measures to root out any potential issues of bullying. This happens at a school, class and individual level.

Through a combination of PSHE lessons, assemblies, the weekly pastoral programme and engagement in National Anti-bullying week, aspects of personal and social behaviour will be taught so children can:

- Recognise bullying behaviour
- Know that they should speak out
- Have confidence to speak out if they are being bullied

- Know who to speak to
- Feel confident that they will be listened to and supported
- Make them fully aware that bullying is a serious breach of school rules and will not be tolerated.

Implementation

The following steps must be taken when dealing with incidents

- If you think you, or another member of the school community is being bullied, you should report it to a member of staff straight away. If you are not comfortable completing this in person, then you should either register your concern in the “worry box” or by completing the online form on the school website.
- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff that has been approached. Details of the incident(s) will be passed to the Head of Pastoral.
- A member of the Senior Leadership Team will interview all concerned.
- Parents of all parties will be informed of the incident.
- The details of the bullying incident(s), actions and follow up will be logged on the central safeguarding record. The affected parties will have periodical follow-up to ensure that there have been no further incidents.
- Pastoral tutors will be kept informed of the incident so they can monitor any potential further issues closely.
- Punitive measures will be used as appropriate.

Pupils

Pupils who have been bullied will be offered support by:

- Offering an immediate opportunity to discuss the experience with a member of the pastoral team who is experienced in dealing with these issues.
- Reassuring the pupil
- Offering ongoing pastoral support
- Restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- Discussing what has happened
- Discovering why the pupil became involved
- Establishing the wrongdoing and need to change
- Facilitating a restorative process with the victim
- Informing parents or guardians to help change the attitude of the pupil

Addressing Bullying Behaviour

Make sure the child knows what the problem behaviour is. Young people who bully must learn how their behaviour impacts the lives of others. Calmly tell the child that bullying behaviour will not be tolerated. Model respectful behaviour at all times when addressing the problem.

Work with the child to identify if there have been any specific triggers in their lives that may have caused the behaviours to prevent it happening in future. For example:

- Sometimes children bully to fit in. These children can benefit from participating in positive activities. Involvement in extracurricular activities or pupil leadership opportunities can support them in making friends without feeling the need to bully.
- Other times children display bullying behaviours because of other environmental factors – issues at home, abuse, stress. These children may benefit from social, emotional or mental health support.

Use consequences to teach positive behaviours. Consequences that involve learning or building empathy can help prevent future bullying. For example, the child who bullied could:

- Lead a class discussion about how to be a good friend.
- Write a story about the effects of bullying or the benefits of teamwork.
- Make a presentation about the importance of respecting others.
- Do a project about civil rights and/or bullying.
- Read a book about bullying
- Make posters about cyberbullying and being smart online.

Involve the child who bullied in making amends or repairing the situation. The goal is to help them see how their actions affect others. For example, the child could:

- Write a letter apologising to the pupil who was bullied.
- Do a good deed for the person who was bullied, or others in the community.
- Clean up, repair, or replace any property that was damaged.

If bullying continues, or if it is deemed to be more serious it may result in:

- Exclusion from certain areas of the school premises.
- Internal exclusions
- Minor fixed term exclusion
- Major fixed term exclusion
- Permanent exclusion

Monitoring, Evaluation and Review

The school will review this policy annually and assess its implementation and effectiveness. Bullying incidents will be logged and closely monitored. Should the bullying be a hate crime then the authority central record will be updated. The policy will be promoted and implemented throughout the school.

Useful Links and Supporting Organisations

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: www.cafamily.org.uk/media/750755/cyberbullying_and_send_module_final.pdf
- DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0-to-25

Cyberbullying

- Childnet International: www.childnet.com
- Digizen: www.digizen.org
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Child Internet Safety (UKCCIS) www.gov.uk/government/groups/ukcouncil-for-child-internet-safety-ukccis

Race, Religion and Nationality

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Tell Mama: www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com/
- Show Racism the Red Card: www.srtrc.org/educational

LGBTQ

- Barnardos LGBT Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
- Metro Charity: www.metrocentreonline.org
- Schools Out: www.schools-out.org.uk