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“The glory of God is  
a human being fully alive!”

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# St Joseph’s Catholic High School

## Anti-Bullying Policy

### 2024 - 2026

**Date of Review:** November 2024  
**For Review:** November 2026

## **AIMS**

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. Bullying is anti-social behaviour and affects everyone: it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school.

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

- physical (hitting, kicking, theft)
- verbal (name calling, racist, disability related or homophobic remarks)
- indirect (spreading rumours, excluding someone from social groups)
- Cyber-bullying where pupils are targeted on the internet for example; -by email, text messages or social networking websites.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, aggressive and agitated, isolated from their friends, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, a lack of concentration, truanting from school and generally challenging behaviour. Some may even begin to become bullies themselves. Pupils and parents should be encouraged to report bullying in school.

All staff must be alert to the signs of bullying and act sympathetically, dealing promptly and firmly, recording details of the event and notifying the Form Tutor or Pastoral Leader in writing or by email of any outcomes.

## **Why children bully?**

Children can bully for all kinds of reasons:

- they may enjoy the sense of power and feel that they can get away with it
- they may or may not understand or care how much it hurts to be bullied and they may think the bullied child deserves it or 'is asking for it'
- The child may have been badly treated or bullied in their family. They may be unsure of themselves - troubled, pressured by school or family life, or even depressed. They may deal with their own fears by frightening others ([youngminds.org.uk](http://youngminds.org.uk))
- Children may see their behaviour as a way of being popular, showing off, or making them look tough.
- Some children bully to gain attention and some just like making other people feel afraid of them
- Others might be jealous of the person they are bullying or might be being bullied themselves outside of their family. They may not even realise that what they are doing is wrong and how it makes their targets feel, or indeed that the action is bullying.
- Sometimes children and young people join a group who bully or let others be bullied because they are afraid of becoming isolated, they want to fit in and don't want to feel pressured. They wish to be acknowledged.

## **Statutory duty of schools**

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils. It is of great importance that St Joseph's Catholic High School is a "telling school", where pupils are safe to tell if they are experiencing difficulties of any kind including bullying.

## **Implementation**

### **School**

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded and given to the Form Tutor and Pastoral Leader.
- The school counsellor will be kept informed and if it persists the appropriate subject teachers will be advised
- Parents will be kept informed and where appropriate mediation will be used to try and resolve the problem. If this fails then punitive measures will be used as appropriate and in consultation with all parties concerned

### **Pupils**

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a PL/FT/school counsellor or a member of staff of their choice
- reassuring the pupil and being sensitive to the disclosure
- offering continuous support through counselling/mentoring
- restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- asking how they can make the situation better
- accepting responsibility for their actions
- discussing what happened
- discovering why the pupil became involved – are they victims of bullying
- establishing the wrong doing and need to change

- informing parents or guardians to help change the attitude of the pupil
- consider the “guardian angel” approach

The following disciplinary steps can be taken:

- official warnings to cease offending
- detention
- exclusion from certain areas of school premises
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion
- Teachers can confiscate mobile phones if they believe they are being used for any form of bullying and can hold them pending further investigation.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in Peer Mediation, form tutorial time, assemblies and subject areas and generally work toward confronting this behaviour.

#### **Monitoring, evaluation and review**

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school. Emphasis will be given particularly to Year 7 to establish good practice.