



# Cardinal Hume Catholic School

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## Anti-Bullying Policy

The governors of the school wish to maintain the highest standard of civilised behaviour in the school. To this end bullying of any kind will not be tolerated – this includes any kind of intimidation, emotional, verbal or physical. The policy applies to all pupils irrespective of gender, ethnic origin or religious persuasion.

Bullying refers to either a one off incident of a serious nature or a number of less serious incidents over time. Bullying does not refer to “falling out” with friends.

The 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 guardians 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. Should any bullying be taking place then pupils are always encouraged to tell an appropriate person at school. This could be their form tutor, a teaching or peer mentor, the Head of House, school chaplain or school social worker. It may be a member of staff with whom the pupil feels particularly at ease. The Head of House 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 Head(s) of House.

Peer support will be arranged as appropriate and pupils will be provided with opportunities at a variety of levels to remind them that bullying is unacceptable. These include taught RE lessons, tutor activities, assemblies and pupil-led events related to bullying issues. The Anti-bullying policy will also be promoted through commercial posters and pupil art work.

The Headteacher will make clear the school’s stance on bullying to all parents of in-coming pupils at the parents evenings for both feeder and non-feeder schools. He will therefore seek the support of parents and carers during the year prior to transition. 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 at unusual times will be informed of the school’s stance on bullying by the Headteacher when he meets them prior to pupil admission.

All staff will 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 Heads of House at regular pastoral team meetings. Non-teaching staff including the school nurse, school social worker and learning support assistants will be issued with copies of the guidelines on bullying and will be aware of the school’s stance on bullying by the Deputy Headteacher and their immediate line manager.

All members of our community are given equal opportunities in line with the Disability Equality Scheme (DES).