

ST FRANCIS OF ASSISI CATHOLIC PRIMARY SCHOOL



ANTI BULLYING POLICY

Mission Statement

At St Francis of Assisi, we believe God is at the heart of our school. As a school community, we work together to provide a caring, stimulating and nurturing environment, where every child can discover their true potential and grow closer to Christ. As pupils and staff we encourage in each other a love of learning. This is a place where we can all belong and where diversity and difference is celebrated. We rejoice in each others' uniqueness and respect the dignity and beauty of each individual. Using our gifts and talents we will actively seek to make a real difference - by caring for one another and caring for our world.

Anti Bullying Policy

Rationale

At St Francis School our Mission Statement is clear; we aim to provide for our pupils the best possible quality of education, guided by the teachings of Christ and the Gospel values. As a school community, we work together to provide a caring, stimulating and nurturing environment, where every child can discover their true potential and grow closer to Christ.

We recognise that bullying can occur. When it does it can be harmful both physically and emotionally. It can also be a sign that the child carrying out the bullying has underlying issues that need to be addressed. The purpose of this policy is to enable adults in the school to recognise bullying when it takes place and to deal with it effectively. Our Anti-Bullying Policy operates in conjunction with our Behaviour Policy.

What is bullying?

Bullying is deliberately hurtful behaviour. It is usually repeated, often over a period of time and when it is difficult for those being bullied to defend themselves.

We believe that there are a number of types of bullying:

- Emotional:** excluding from a group, tormenting, ridiculing, humiliating
- Physical:** hitting, punching, pinching kicking or taking someone's belongings.
- Verbal:** name-calling, insulting, indirect bullying, through spreading stories about someone, threats, making fun of someone
- Racist:** racial taunts, gestures, making fun of someone's culture or religion
- Sexual:** unwanted physical contact, sexually abusive or sexist comments
- Cyber:** setting up hate websites, offensive e-mails and texts

Bullying is not:

an odd occasion falling out with friends, name calling, arguments or when the occasional 'joke' is played on someone. Children do sometimes fall out or say things because they are upset. When occasional problems of this kind arise, it is not classified as bullying. It is an important part of a child's development to learn how to deal with friendship breakdowns, the odd name-calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

It is bullying if it is done repeatedly and on purpose.

Whenever the opportunity arises it must be made profoundly clear that we will **not** tolerate bullying at St Francis. We are committed to providing a caring, friendly and safe environment for all our pupils so that they can grow and learn in a relaxed and safe environment.

Why do we tackle bullying?

We tackle bullying as an issue because we are a Catholic, caring school and we believe that:

- we are created in the likeness and image of God and respect the dignity of one another.
- bullying makes people unhappy and leads to low self-esteem.
- pupils who are being bullied are unlikely to concentrate fully on their school work.
- some pupils avoid being bullied by not attending school.
- pupils who observe unchallenged bullying behaviour may copy this anti-social behaviour.
- we wish to build the self-esteem of all pupils, especially bullies and victims.

Role of Parents/carers

Parents/carers have an important part to play in our anti bullying policy.

We ask parents/carers to:

- Look out for unusual behavior in their child – for example not wanting to attend school, feeling ill regularly, or not completing work to their usual standard.
- Always take an active role in your child’s education, enquire how their day has gone, who they have spent time with etc.
- Inform the school. Your complaint will be taken seriously and appropriate action will follow.
- Inform the school immediately if you feel a child has bullied your child. Please do not approach that child in the playground or on their way home.
- Not advise your child to fight back or to repeat the bullies’ behavior. This will only make the situation worse.
- Tell your child it is not their fault they are being bullied.
- Reinforce the school policy on bullying and ensure your child is not afraid to ask for help.
- Encourage children to tell the school if they feel that they are being bullied.

Procedures for reporting and responding to bullying incidents

Allegations and incidents of bullying at St Francis of Assisi Catholic Primary School will be taken seriously by all staff and dealt with impartially and promptly. All of those involved will have the opportunity to be heard. Staff will support all children involved whilst the allegations and incidents are investigated and resolved.

Pupils or parents/carers troubled by bullying must discuss their concerns with members of staff as soon as possible and the following procedure will be acted upon:

- Incidents must be reported to class teachers (both of victim and bully) and logged.
- The classteacher will then report the matter to a senior leader.
- Parents/carers will be informed by class teachers of serious concerns. The Headteacher/Deputy Headteachers will be informed and investigate allegations with the children involved. They will contact the parents/carers of the bullying child immediately and ask them into to school to discuss the matter.
- A child found bullying will be excluded from activities where the safety and welfare of others is in jeopardy.

- If bullying continues, the child will be excluded from school.

All incidents of bullying will be treated as excludable misdemeanours as described in Behaviour Policy.

Incidents identified as racist, sexual, homophobic or gender linked are logged and a record kept.

Pupils are encouraged, however, to learn how to deal with bullying themselves by gaining appropriate strategies to develop confidence and coping with negative peer pressure. In particular, appropriate, immediate reporting to an adult in school is strongly encouraged.

Strategies for the prevention and reduction of bullying

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur.

Monitoring of Policy

This policy will be monitored by the Senior Leadership Team and through staff meetings and will be reviewed annually. Following an annual review, suggestions for amendments will be presented to the Personnel Committee (Pupil Well Being).

Reviewed Date: May 2017

Date to be reviewed: May 2018