

St Francis Catholic Primary School



Anti-Bullying Policy

Jesus said *'Love one another as I have loved you'*

St Francis School is a loving community, respecting every child and adult and caring for God's World, as we help each other to do our best and grow together in Christ.

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment.

ANTI-BULLYING Policy

At St Francis, we believe that every individual is made in the image of Christ and should be treated with care and respect at all times.

We know that all pupils and staff learn best in a secure and happy environment and as such we have a zero tolerance approach to bullying.

ALL members of our school community have a duty to **REPORT** bullying to a member of staff so that it can be dealt with swiftly and effectively. Anyone being bullied needs to **TELL** at the earliest opportunity.

Aims of this policy:

- To ensure pupils know what is meant by bullying, and have strategies to respond
- To ensure that staff and parents recognise bullying and know how to deal with it
- To deal with bullying swiftly when it occurs
- To prevent bullying happening in school
- To promote school values which reject bullying behaviour and promote co-operative behaviour

What is bullying?

'Bullying is deliberate harassment or an aggressive act which causes hurt to another. The hurt can either be physical or psychological, inflicted by one child or a group'. NSPCC

Bullying is remembered by the acronym S.T.O.P. ie Several Times On Purpose. Any form of intentional behaviour, which strives to hurt another, is viewed as bullying.

This may be:

- **Physical** – hitting, kicking, punching, spitting, pushing or any other form of violence.
- **Verbal** – name calling, threats, teasing, sarcasm, gossip, spreading lies.
- **Emotional** – deliberately excluding someone, giving dirty looks, hiding possessions.
- **Cyber** – misuse of social networking sites, mobile phones, email, camera, video i.e. using any sort of technology to hurt another or to incite others to hurt another.
- **Racist** – use of offensive language, gestures, graffiti - focussing on race.
- **Sexual / Homophobic** – use of offensive language, gestures, graffiti focussing on someone's sexuality.

How do you know if a child is being bullied?

Signs to look for:

A child may indicate he/she is being bullied if he/she:

- is frightened of walking to or from school
- is unwilling to come to school
- feels ill in the mornings
- becomes withdrawn anxious, or lacking in confidence
- cries themselves to sleep at night or has nightmares
- begins to achieve poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received
- is frightened to say what's wrong
- gives improbable excuses for any of the above.

Please note: These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

What to do if being bullied:

- The person being bullied or anyone who is aware of bullying going on should TELL a member of staff as soon as possible
- The member of staff will talk to the victim and reassure them that action will be taken and that a member of the SLT will be informed
- The facts of the incident(s) will be recorded on a blue sheet (see attached appendix for format) by the adult and the child concerned will be encouraged to write down what happened in their own words to support the record
- The bully will be spoken to separately and asked to record in writing the account from their point of view. It will be made very clear that bullying is unacceptable and will not be tolerated
- The bully will be asked what they can do to make things right
- Appropriate sanctions will be given depending on the nature and severity of the incident. This may take the form of missed playtimes, lack of 'Golden time 'and/or other privileges

- A record of the incident(s) will be given to the key stage leader who will discuss the matter with the class teacher. The record will then be kept in a class file
- The key stage leader will be responsible for keeping a record of bullying incidences across the key stage and inform the Head teacher, (or one of the Assistant Heads in her absence) should the incident be serious
- The parents of both the bully and the victim will be informed and invited in to discuss the matter with the child and the Head teacher (or Assistant Head in her absence) and a way forward will be decided
- The school's Learning Mentor will be informed of the situation and then monitor the individuals involved to ensure that bullying does not recur

What we will do to prevent bullying happening in school:

All pupils will be made fully aware of what bullying is and how such incidents will be dealt with.

The annual whole school 'Anti-bullying' week/fortnight, will be used to specifically raise awareness of bullying behaviour and strategies to prevent it happening.

This will be supplemented by cyber-bullying assemblies and other whole school and key stage assemblies. We will also use a variety of other opportunities such as; Circle time, class discussions and in opportunities for one to one talks.

Pupils will be taught that:

- Bullying is unacceptable inside or outside school.
- All allegations or suspicions of bullying will be fully investigated
- Bullying will be seen as against the mission statement of the school
- Adults will aim to be consistent in the way they deal with bullying, using the agreed guidelines
- There will be consequences for those who bully

Children who feel they are being bullied should:

- Say 'STOP! I don't like it when you do that (state the bullying action or words).'
- Put a hand up (palm facing) to the bully as they say the above.
- Walk away
- Tell an adult as soon as possible.

If a child sees someone being bullied they should:

- Not stand and watch
- Not join in or provoke further bullying
- Call for help/tell and adult
- Support the person being bullied

A bullying situation can be complex and demand handling in a sensitive and understanding manner. The effects of bullying can be longstanding and have a profound effect on those concerned. It is therefore imperative that all alleged incidents of bullying are followed up and dealt with promptly and effectively for the good of all concerned.

This policy is part of a group of policies written and implemented to ensure the safety and wellbeing of all pupils at St Francis School.

Please refer to:

Behaviour and Discipline policy

Child protection policy

E-safety policy

We are fully committed to the health and well-being of all our children and expect all who are in our school community to support the zero-tolerance approach we have towards bullying.

Signed (Chair):	Name: Mrs L Collins	Date: June 2015
Signed (Head):	Name: Mrs S Ginzler-Maher	Date: June 2015
Next Review: Autumn 2017		



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Anti-Bullying guidelines for Parents/Carers

St Francis School believe that all children have the right to be safe and happy at school and that any incidents of bullying are dealt with quickly and effectively for the good of all concerned.

The children know that bullying is different to someone having a 'bad day' and is when intentional acts are carried out on more than one occasion to deliberately hurt another.

Bullying is remembered at St Francis by the acronym S.T.O.P. i.e. Several Times On Purpose.

It is important that Parents/Carers recognise this distinction too and act accordingly.

What is bullying?

'Bullying is deliberate harassment or an aggressive act which causes hurt to another. The hurt can either be physical or psychological, inflicted by one child or a group'. (NSPCC)

If your child tells you he/she is being bullied or if you think they are being bullied, please follow these steps;

- Listen to your child without putting words into his/her mouth
- Reassure your child that the matter will be dealt with and that they must not worry
- Tell your child's class teacher straight away and discuss what can be done to resolve the situation
- Teach your child the strategies they are taught in school for dealing with bullies:
- **Say 'STOP! I don't like it when you do that (state the bullying action or words)'**
- **Put a hand up (palm facing) to the bully as they say the above**
- **Walk away**

- ***Tell an adult as soon as possible.***
- In the event that you feel that the situation has not been resolved successfully please refer your concerns to Mrs Skipsey, Acting Deputy Headteacher
- In the unlikely that the problem is still not resolved please make an appointment to see Mrs Ginzler-Maher, Executive Headteacher

Please do not approach the 'bully' nor take matters into your own hands by telling your child to fight back. Aggression will not sort the situation nor lead to a long lasting resolution

If your child is involved in bullying:

- Tell your child that bullying is unacceptable and will have consequences
- Tell your child's class teacher straight away and discuss what can be done to support your child in changing his/her behaviour for the better
- Ensure that your child apologises to the child he/she has bullied in writing or if too young to write, verbally
- If you need support regarding the behaviour of your child in the long term, please ask the school for details of the school Learning Mentor or outside agencies
- In the event that you feel that the situation has not been resolved successfully please refer your concerns to Mrs Skipsey, Acting Deputy Headteacher
- In the unlikely event that the problem is still not resolved please make an appointment to see Mrs Ginzler-Maher, Executive Headteacher