

St. Francis' Catholic Primary School



Anti Bullying Policy January 2020

Approved by *Governors*:
Review date:

January 2020
January 2022

**St Francis' Catholic Primary School
Anti Bullying Policy**

Peace

Love

Knowledge

"As followers of Jesus and St Francis we pray that we are instruments of peace, learning to love and be loved, embracing our differences and striving for excellence in all we do. Amen"

Rationale:

As a Catholic school, we encourage and actively promote harmony between all of God's people. At St Francis' School everyone takes this responsibility seriously - staff, governors, parents and children - so that true harmony and the essence of the Christian message of love for one another are living facts in our daily lives.

Effective learning can take place only when pupils and staff have a feeling of self-confidence, wellbeing and security and are in conditions conducive to equality of opportunity, mutual respect, tolerance and co-operation. Children cannot learn in fear and we have a responsibility to create and maintain a secure and safe environment at school for pupils in our care. Urgent and effective action is necessary by all in our school community where any offensive act, hostility or incitement is found.

Principles

- 1 Pupils have a right to learn free of intimidation and fear
- 2 St Francis Catholic Primary School will not tolerate bullying behaviour
- 3 Reported incidents will be taken seriously and thoroughly investigated

Definition of bullying

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. (*Preventing and tackling bullying Advice for headteachers, staff and governing bodies, July 2017, p8*)

Four main types of bullying can be identified:

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| Physical | hitting, kicking taking or hiding belongings |
| Verbal | name calling, teasing, insulting, writing or sending unkind notes or messages, including cyber Bullying |
| Emotional | being intentionally unfriendly, excluding, tormenting looks, spreading rumours |
| Cyber | email and internet chat room misuse, mobile phone threats by text, calls, and social websites |

Peer on Peer Abuse

Children can abuse other children. This is generally referred to as peer on peer abuse. Peer on peer abuse can take many forms. This can include (but is not limited to) bullying (including cyberbullying); sexual violence and sexual harassment; physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm; sexting and initiating/hazing type violence and rituals. (Keeping children safe in education, 2018)

Responsibilities of all stakeholders

The Head Teacher has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying amongst pupils.

The Head Teacher will:

- Determine the strategies and procedures and review them regularly
- Discuss development of the strategies with the Senior Management Team
- Ensure that all staff have an opportunity of discussing strategies and are aware of procedures
- Ensure that appropriate training is available
- Report to the governing body

The Behaviour Leader will:

- Be responsible for the day to day management of the policy and systems
- Ensure that there are positive strategies and procedures in place to help both the bullied and the bullies
- Keep the head informed of incidents
- Refer and liaise with inter agency working groups if necessary
- Determine how to best involve parents in the solution of individual problems (with the Head teacher)
- Ensure appropriate record keeping

The Phase Leaders will:

- Be responsible for ensuring that the school's positive strategies are put into practise
- Know the school's procedure and deal with any incidents that are reported (see below)
- Be responsible for liaising with the Learning mentor over all incidents involving pupils in their phase
- Be involved in any agreed strategy to achieve a solution

All staff and volunteers will:

- Know and follow all relevant policies and procedures
- Be observant and talk to pupils
- Never let any incident of bullying pass by unreported, whether on site or during an off-site activity
- Take action to reduce the risk of bullying at all times and in places where it is mostly likely

Dealing with incidents

- If an adult suspects or is told about a bullying incident, they must inform the learning mentor immediately who will interview all parties.
- If a racial, religion, gender, sexual orientation, special educational needs or disabilities element to the bullying is suspected the Head Teacher/Behaviour Leader must be informed immediately.
- The learning mentor will inform the relevant senior member of staff and an appropriate strategy and plan of action to combat the bullying will be decided upon.
- A record of the incident including the appropriate strategy and plan of actions must be filed in the Behaviour Incident file in the Assistant Head Teacher's office.
- The implement of the strategy will be overseen by the Head Teacher or Behaviour Leader.
- Parents of pupils who are being bullied and parents of the bullies will be involved in the solution to the problem as appropriate and will be kept informed by the relevant staff.
- All sanctions will be determined by the Head Teacher.

Supporting Parents

- The school will educate parents in advance so that they are aware of symptoms and signs of bullying and will provide clear guidance as to the procedures involved should they be concerned that their child is being bullied.
- This will be done through coffee mornings, leaflets and workshops.
- Examples of guidance provided to parents can be found at appendix one.

Supporting Pupils

Bullied Pupils: Staff who deal with pupils who have been bullied, must always offer reassurance. Pupils who have been bullied will be given support.

Bullies: It is recognised that support must also be given to the perpetrator. Changing the attitude and behaviour of bullies will be part of the responsibility of the positive procedures used by the school. However, the school recognises that sanctions will also have to be used against bullies.

All the children concerned should be fully involved in the discussions leading up to the solution and should not be left feeling isolated. Honest group discussions that involve both parties will help the children to resolve the matter themselves with support and vigilance from the staff.

Sanctions

Sanctions are determined by the nature of the bullying on a case to case basis, but may include:

- Writing a letter of apology
- Removal from the group/class
- Withdrawal of break and lunchtime privileges
- Withholding participation in any school visits or sports events that are not essential part of the curriculum

Fixed term and permanent exclusion from school.

An exclusion would only be considered in a case of extreme and continuing poor behaviour. Any exclusion would be discussed and agreed by the Chair of Governors and the Head Teacher.

Anti-bullying Education in the Curriculum

- The school will raise the awareness of the anti-social nature of bullying through PSHCE programmes, school assemblies, school council and in the curriculum as appropriate.
- The Behaviour Leader is responsible for initiating and developing an anti-bullying programme as part of Anti-Bullying week held in the autumn term.
- Parents will also be made aware through coffee mornings, workshops and invitations to anti bullying assemblies.

Monitoring the effectiveness of our approach

The head and Senior Leadership team will consider reports of bullying to determine what can be learned from the incidents and how they were handled, with a view to improving the school's strategies. These reports will also enable patterns to be identified. The Head will report to the governing body.



Anti-Bullying Parental Support and Guidance

Signs and Symptoms:

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to make less effort with school work than previously
- comes home with clothes torn or books damaged
- has possessions which are damaged or 'go missing'
- asks for money or starts stealing money
- has dinner or other monies continually 'lost'
- has unexplained cuts or bruises
- comes home hungry (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber-message is received
- lack of eye contact
- becoming short tempered
- change in attitude to people at home.

These signs and behaviours could indicate other social, emotional and/or mental health problems, but bullying should be considered a possibility and should be investigated.

Anti-Bullying Parental Support and Guidance



Role of Parents:

As the parent of a child whom you suspect is being bullied-

1. Report bullying incidents to the class teacher, Learning Mentor (Mrs S James) or Behaviour Leader (Ms Bourne).
2. In cases of serious bullying, the incidents will be recorded by staff and the Head Teacher notified.
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
4. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
5. An attempt will be made to support the child using unacceptable behaviour.