

# POLICY FOR ANTIBULLYING



ST FRANCIS RC PRIMARY

2023-2024

St Francis Catholic Primary School, SE15 1RQ

## **Vision and Mission Statement and Gospel Values**

### **Our Vision**

*Providing every child with the tools to choose their path to success.*

### **Our Mission**

In St Francis children succeed because:

- ✓ We are an outward looking Catholic Primary school, which welcomes all children from the surrounding area. We work together to nurture our pupils, helping them to become resilient and inspired learners, who will become responsible global citizens of the future.
- ✓ We cultivate our pupils through our broad and diverse curriculum and loving Catholic Parish community
- ✓ We provide a welcoming, safe and supportive environment that helps children feel respected, confident and motivated to achieve their goals.
- ✓ We also foster a spiritual and moral view of life that provides children with a sense of self-worth and a strong Catholic ethos

### **Our Gospel Values**

*Love*

*Honesty*

*Courage*

*Tolerance*

*Justice*

### **Jeremiah 29:11**

“I alone know the plans I have for you, plans to bring you prosperity and not disaster, plans to bring about the future you hope for”



## **Statement of Intent**

At St Francis Primary School, we aim, to produce a happy, safe and secure environment where all can learn without anxiety. Parents, pupils and staff should be left in no doubt that bullying, in all its forms, will not be tolerated at St Francis. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. This policy aims to produce a consistent school response to any bullying incidents that may occur. It is the responsibility of all within the school to maintain the ethos and discipline codes which have been agreed. Pupils need good models from adults, from which they may develop their own self-discipline.

## **We are committed to:**

- ◆ Focusing on what is going well, drawing attention to good behaviour and giving plenty of praise
- ◆ Making clear that it is the bullying behaviour we do not want – not the child
- ◆ Giving clear and regular reminders of expectations
- ◆ Setting an example ourselves, in dress, manner, courtesy and care.
- ◆ Being alert to early signs of distress, which may include deterioration of work, unexplained illness, isolation, the desire to remain with adults and erratic attendance, which may be early signs of bullying.

## **Bullying can take many forms:**

Physical – pushing, kicking, hitting, punching or any use of intentional violence

Emotional – being unfriendly, excluding,

Verbal – name-calling, sarcasm, spreading rumours, teasing, excluding from social groups

Cyber – all areas of the internet, such as email and internet chat room misuse, mobile threats by messaging or calls, misuse of technology, i.e camera and video facilities

Racist – racial taunts, gestures

Prejudicial – prejudice based on differences they may have to another, i.e gender, race, religion and by Intimidation – to make someone feel timid or fearful

All forms are unacceptable in our school.

## **We see bullying as:**

- ◆ When the intention is to hurt, isolate or humiliate an individual
- ◆ When this behaviour that is deliberate, sustained and persistent.
- ◆ When a child is repeatedly singled out to be ‘picked on’ either physically or verbally
- ◆ When the actions are designed to be kept secret
- ◆ When the actions are unprovoked

## **We do not consider bullying to be:-**

- ◆ An isolated incident
- ◆ A ‘falling out’
- ◆ A ‘one off’ disagreement

## **Keeping Children Safe**

The school raises awareness for children of what bullying is and how to protect themselves against it. This is done through RE lessons, Collective worship, Circle Time, PSHE as well as themed weeks and days linked to Anti-Bullying.

We have a clear system of sanctions (see Behaviour policy) that will be applied should team support prove inadequate to help an individual child manage his/her antagonistic behaviour.

### **Prevention of bullying:**

Through the strong, Catholic ethos of the school, which reflects a caring environment re-established through Mass, Collective Worship, Gospel Values, assemblies, class discussions, use of Learning mentor, the School Council, and a posting box for problems, we encourage children who feel like they are being bullied in any form to ask for help from school staff and other peers.

Staff will remind children termly that if they feel that they are being bullied, that they must tell their parents/carers and teachers.

We prevent bullying in the following ways:

- Staff to praise children's positive social behaviour
- Constantly refer to the Gospel values of the school and how these can be lived out in the school environment
- Merits for people displaying Gospel Values, PSHE word of the week or any other positive behaviour
- PSHE words of the week, stickers and rewards for people who display behaviour linked to the words of the week e.g. kindness
- Raffle tickets for positive social behaviour on the playground during play and lunch
- Discuss issues linked to bullying during RE, PSHE, RSE lessons and circle time
- Making staff aware and ensure they monitor any possible problems
- Pupils to understand their emotions and to be able to share them during PSHE Ruler lessons. Each classroom has a mood meter which can be referred to when talking to an adult

### **If bullying does occur**

- ◆ If parents discover a child is being bullied, they must share these worries with the class teacher, Deputy Headteacher or Headteacher
- ◆ Children are always encouraged to talk to a peer, teacher or an adult. Children have access to Posting Boxes if they prefer to write down their initial fears.
- ◆ Counselling may be provided by the learning mentor, class teacher, a member of SLT, or a peer - depending on whom the child relates to best and is most comfortable with. If appropriate, a link child or adult, for mediation and/or support will be appointed.
- ◆ Staff will deal with incidents of bullying in line with, this policy and the School's Behaviour Policy but will inform their Line manager / Senior Management Team.
- ◆ Strategies to overcome the difficulties caused by bullying may include discussions with those pupils involved within a peer group support approach led by the class teacher and/or the Learning Mentor
- ◆ Pupils who are bullying will be made aware that their actions are making other pupils unhappy in coming to school and that this goes against our school's mission statement, which includes our Gospel Values and the school rules. The bully has to confront their actions and consider the underlying causes.

We acknowledge that there may be a small number of children whose needs and antisocial behaviour may not be met by the initial stages of our pastoral support.

**Pupils should be aware of the consequences of their actions: -**

- ◆ All incidents are recorded and reported to the Headteacher or Deputy Head Teacher.
- ◆ Persistent incidents are passed to the Headteacher or Deputy Head Teacher who will discuss the problem with the bully and the victim, and meet with the parents.
- ◆ The bully, or groups of bullies, will be withdrawn from the playground or classroom for a period of time and their parents will be informed of the action that has been taken.
- ◆ Their behaviour will be monitored for a period of time so as to enable the school and home to work together to overcome problems.
- ◆ Parents are informed of their child's bullying behaviour
- ◆ Parents are invited to work with the school to change their child's behaviour
- ◆ Pupils may be excluded from joining other children in the playground during playtime/ lunchtime for up to five days.
- ◆ Parents will be informed that any further incidence of bullying will lead to exclusion at lunchtime for an initial period of up to one week. Parents will be asked to collect their children from the school gate at 12.30 (or 12.40 in the case of children entitled to a school lunch), and return them for afternoon school at 1.30.
- ◆ Persistent bullying and anti-social behaviour that has not stopped despite intervention may lead to exclusion in line with the school's exclusions policy.

The school will do everything in their power to support the child who is a victim of bullying. The school will do everything they can to reconcile the children in order to prevent further incidents.

If an adult feels bullied by another member of staff, parent, or governor they should follow the guidance laid out in the school Complaints and Grievance document.

**Reviewed**            October 2023