



ANTI-BULLYING POLICY

Rationale

In accordance with St Francis' vision statement and ethos of the school, bullying is an unacceptable form of behaviour. Bullying enacts an imbalance of power between those involved and is defined by the Government as:

'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 including cyber-bullying via text messages or the internet, and is often motivated by prejudice against particular groups on grounds of race, religion, sexual orientation or gender. It might be motivated by actual differences between children or perceived differences.'

At St Francis, we are committed to providing a caring, friendly and safe environment for all our pupils so that they can learn in a relaxed and secure atmosphere.

Aims

- To ensure that all adults and children have a common understanding of what bullying is.
- To minimise all forms of bullying.
- To ensure that every individual is valued and is able to develop to their full academic, personal and social potential.
- To ensure a happy, caring ethos is maintained throughout the school.
- To ensure that equal opportunity for all is maintained.
- To develop an understanding of responsibility for one's actions and the effects these have on others.
- To develop self-confidence and resilience.
- To promote self-discipline and a proper regard for authority.
- To encourage good behaviour and respect for others.
- To promote a listening culture.
- To equip children to know what action to take if they feel bullied or witness bullying behaviour.

Guidelines

- Develop the principle that all are listened to and that concerns are treated seriously and acted upon in an appropriate manner.
- Encourage children to have the confidence to 'Tell' and speak out about incidents of bullying towards themselves and others.
- Incidents of bullying will be reported to the class teacher initially.

St. Francis' Catholic Primary School



Ensuring an excellent child-centred education within a Christ centred philosophy

- Where concerns exist, the class teacher will keep a log of incidents and a monitoring process implemented.
- Investigations into bullying incidents will be thorough and involve both the bully and the bullied.
- Attempts will be made to help the bully change their behaviour; whenever possible, pupils will be reconciled.
- Provide counselling to both parties using an appropriate person, eg: class teacher, SENDCo, Head.
- Discuss concerns with parents at an early stage if necessary, implementing a formal action plan with a review process.
- In serious cases, suspension or even exclusion will be considered, following consultation with all relevant parties.
- Provide opportunities within assemblies, PHSE, Circle Time and the use of Pupil Voice for bullying to be understood and addressed.
- Provide opportunities within the sacramental programme for deepening understanding of forgiveness and reconciliation.
- Raise self-esteem for all pupils, especially those involved in bullying.
- Develop constructive play opportunities in the playground.