

St Francis RC Primary School



Anti-Bullying Policy 2024

Introduction

St. Francis Primary School is committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. However, we recognise that bullying occurs in all schools and it is therefore necessary for pupils, staff and parents to know how to deal with it and what steps we as a school will take to deal with it.

Bullying of any kind is unacceptable at our school. If bullying occurs, all pupils should be able to tell a member of staff and know that incidents will be dealt with promptly and effectively. As a school we encourage children to come forward and speak to a member of staff not only if they are the victim of bullying but if they are aware of another pupil being bullied.

Definition

It is important to clearly define bullying in order to deal with it.

*Bullying is behaviour by an individual or group, **repeated over time**, that intentionally hurts another individual or group either physically or emotionally. (The Cardiff Anti Bullying Strategy 2011-2014)*

Bullying can be but is not limited to being:

Physical - violence to the individual or individuals or damage to possessions or theft.

Verbal - threats, name calling, teasing, malicious rumours etc.

Emotional - exclusion from social activities / playground games, spreading rumours, moving away from a child or refusing to work or carry out a task with a child.

Within these categories, bullying can be:

Identity based - any of the above that is linked to ethnicity, gender, disability, religion, sexual orientation, background, family history etc.

Sexual - any of the above that include unwanted sexual attention or sexually abusive comments or rumours etc.

Cyber bullying - using mobile phones, cameras, gaming, internet chat rooms, email, social media etc., when carrying out any of the above.

Bullying is not when two people have an occasional fight or argument.

Aims of this Policy

The aims of the policy are:

- To involve the whole school community to reduce incidents of bullying;
- To deal with bullying when it occurs;
- To ensure children and parents are listened to and their concerns are taken seriously;
- To provide support for the victim and the bully in order to avoid future incidents;
- To assist all governors, teaching and non-teaching staff, pupils and parents to be aware of the definition of bullying, what the school bullying policy is and how their concerns will be dealt with;
- To ensure that all members of the school community understand that bullying will never be tolerated and should always be reported.

Key strategies

Pupils

- To educate children throughout the school as to what constitutes bullying;
- To ensure all children are encouraged to speak to a member of staff if they are a victim of bullying or witness to it;
- All children will know that they will be listened to and their concerns taken seriously;
- To help children to learn strategies that can help avoid or deal with bullying behaviour;
- To create an atmosphere and school ethos where bullying is socially unacceptable.

Staff

- To ensure all staff are familiar with the definition of bullying and the School Bullying Policy;

- To ensure all staff are clear that bullying will not be tolerated under any circumstances and it is their responsibility at all times to be mindful and to be alert to any signs of bullying;
- To provide regular training to help staff recognise signs and symptoms of bullying and how to deal with it;
- To do this through INSET training and staff meetings and to ensure new staff are updated as soon as possible in their induction training.

Parents

- Parents must be able to trust the school will deal with incidents of bullying and so all concerns will be taken seriously;
- Parents to be made aware of the School Bullying Policy and be given a copy if requested or to have online access;
- Parents to be kept up to date with bullying investigations and action regarding their children;
- Where bullying has been identified, parents will be able to come into the school to meet with ALNCo, Nurture Teacher or Headteacher as appropriate;
- Parents to be updated via the website, a letter to outline the new School Bullying Policy, a SCHOOP to make them aware and a notice in the school newsletter.

Governors

- Governors to be made aware of the School Bullying Policy and recorded number of incidents of bullying;
- Governors able to discuss cases to ensure the policy is being followed correctly;
- Governors to be presented with the School Bullying Policy at the first available Governors meeting.

Educating Pupils

It is essential that pupils understand the consequences of unkind behaviour from an early age. The school will use a range of teaching methods and activities to introduce the topic of bullying. This may be through Circle Time, drama, modelling behaviour, stories, puppets, playground games as well as material provided by the police and anti-bullying organisations. Bullying will be linked with the PSE scheme of work and Health and Well-Being.

The School Council will be asked to also monitor bullying and to report back on how they think it is being dealt with. The school is also implementing the PASS assessments that will give feedback from all children from Year 2 to Year 5 initially. This will show how children find different aspects of school and how happy they are in school and so be able to pinpoint any children who are unhappy.

In addition, the school will seek to regularly bring in professionals who can discuss issues such as cyber bullying with pupils. This is particularly important for bullying that may occur outside of school such as cyber bullying.

Some simple guidelines are...

For Foundation Phase

It is bullying when children:-

- hurt others on purpose- especially hitting or kicking
- say they will hurt others
- tease others unkindly
- take other's things, spoil them or throw them away
- say unkind things about others whether true or not
- continually leave a child/children out of a game or activity

It is not bullying when children:

- accidentally bump into and hurt another child
- don't know others want to join in
- won't let other people have their own way
- ask others to wait their turn
- want others to go by the rules
- borrow or use other people's things without asking if they do not realise the things aren't for general use.

For Key Stage 2

It is bullying when children:

- deliberately hurt others time after time when people are unable to defend themselves
- tease others especially when the person getting teased begins to feel unhappy about it
- call others names especially when the names are about how people look:- e.g. race, colour, appearance, culture, ethnic origin or any form of disability
- threaten that they will hurt others
- attempt to take the possessions of others by force

- demand that others give them money or possessions
- force others to do things that they know they should not do
- hurt others physically
- spoil, damage, take or throw away other people's belongings
- leave people out of play, groups or other social activities deliberately and frequently
- exaggerate tales or spread rumours particularly when meaning harm to the person
- act maliciously towards others openly or by stealth
- make offensive remarks, and show that they are intending to hurt or dominate them.

It is not bullying when children:

- borrow things and forget to return them
- call people by a name they are happy with
- accidentally bump into someone
- give good reasons why others cannot be included in a group activity

The guide by J. Casey gives advice to children to use a method known as 'fogging' when dealing with bullying and it is an approach our school will use to help children deal with unkind behaviour. It includes this advice:

When people are horrible to us we want to be horrible back. The trouble with this is that we might get hurt, they might be even more unkind and we might even get into trouble (which is really not fair, but it does happen!).

Fogging can give us a way to stop the things the people bullying us might say from hurting us, and also can stop us from 'rising to the bait' (which lets them win).

Remember that the person bullying you is often saying things about you because of something that is wrong in their life. Or they may enjoy the fact that they can 'wind you up', especially in front of an audience. Often what people who bully like is the feeling of power they get when you react as they want you to. Fogging stops them from getting this pleasure, but doesn't put you in danger.

Remind yourself that

- *The person bullying you has said this to many other people - what they say tells us more about them than you.*
- *They want to see a good reaction - take away the satisfaction!*

Imagine a great fog around you which swallows up insults so they cannot get under your skin. Use a normal, bored-sounding voice and say something neutral (that doesn't make them mad)
'yeah, whatever'

'if you say so'

'well, you could be right'

'maybe'

'ummm'

'yes that's true (e.g. I do wear glasses)'

Make sure your body language, tone of voice and words you use all give the same message: 'I'm not really bothered by anything you say or do.'

Stick with it. It probably won't work the first time.

Signs and symptoms of bullying for staff, pupils and parents to look out for include:

A pupil 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 pupil:

- Is frightened of walking to or from school
- Begs to be driven to school
- Is unwilling to go to school
- Begins truanting
- Becomes withdrawn anxious, or lacking in confidence
- Starts stammering
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do poorly in school work
- Becomes aggressive, disruptive or unreasonable
- Is bullying other pupils or siblings
- Stops eating
- Is frightened to say what's wrong
- Gives improbable excuses for any of the below:- - clothes torn or books damaged - has possessions go "missing" - has dinner or other monies continually "lost" - has unexplained cuts or bruises.

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

Procedures: The role of the school.

Stage 1: Teacher involvement –

- TA, non-teaching staff, child or parent reports incident of bullying.

- Find out the facts, talk to the bullies and victims individually. If bullying is about a particular issue (e.g. name calling, a social habit, divorce, disfigurement), plan an education intervention about the problem, but not focused on a particular pupil.
- Inform the Headteacher.
- If necessary break up the group dynamics by assigning places, keeping bullies at school at the end of the day etc.
- Most bullying groups have a leader with other pupils being frightened of not bullying. Turn peer pressure against bullying and break up groups.
- Try first to mediate so that pupils are given a chance to resolve things peacefully, if possible realise that some pupils do not appreciate the distress they are causing and are willing to change their behaviour.
- Help bullies to understand that their behaviour is completely unacceptable and that they must take responsibility for their actions.
- Coping strategies are designed for the victim to avoid the situation.
- Recording incidents of bullying on Bullying Incident Form on Google Drive, Teacher Share / Anti Bullying Folder.
- Where appropriate, alert other teachers and non-teaching staff as to the issue.
- Allow the victim and bully to meet and discuss issues leading to conflict resolution. If possible, the pupils will be reconciled and helped to forgive and move forward.
- Monitor the extent to which the above are being carried out by:- Regular discussions between staff, pupils and parents.
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Consequences for the bully

- The bully (bullies) are asked to genuinely apologise, helped to understand the consequences of their actions and helped to deal with the feelings that caused the behaviour.
- Other consequences that may take place: Contact with parents, explaining what has happened and how the incident was dealt with. Parents can be provided with - An Anti-bullying leaflet –‘Are you being bullied?’ (Welsh Government).
- Loss of privileges/detention/sanctions in line with Behaviour Policy.

Consequences for the victim

- Victim is reassured and told that support is available, and what this support is as well as how the episode has been dealt with.
- Parents are informed what has happened and how the incident was dealt with. Parents can be provided with: - An Anti-bullying leaflet–‘Are you being bullied?’ (Welsh

Government) - www.meiccymru.org - Freephone number - 08088 023450 - 'Don't Bully Me' – Kidscape 0207 730 3300

Stage 2: Headteacher involvement - Repeated incidents of bullying

The above (Stage 1) plus:

- Head teacher counsels child informally.
- Headteacher speaks with the bully or bullies.
- Other teachers and non-teaching staff are alerted as to the issue.
- Parents are involved in counselling.
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Stage 3: Outside support

The above (Stage 2) plus:

- Head teacher/ALNCo contacts outside agency for support to implement strategies to correct behaviour.
- Parents work in tandem with school.
- Chair of Governors is informed of situation.
- Exclusion may be considered.
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Our school will work in partnership with parents to address their concerns: Parents will be invited into school to discuss their concerns; Measures will be taken in line with School Behaviour Policy; ALNCo and teaching staff can contact www.meiccymru.org, Freephone - 08088 023450, Don't Bully Me' – Kidscape 0207 730 3300, CAB (Cardiff Against Bullying) on 02920 872 741 or by emailing CAB@cardiff.gov.uk and staff and parents will work together to find solutions;

- ALNCo and or Nurture Teacher will work with the pupil and monitor their progress and well being e.g. to listen to their concerns and give emotional support;
- A pupil accused of bullying, and their parents, will receive the same level of support;
- With parental agreement the ALNCo will enlist outside professional help as appropriate e.g. referral via PARM to Behaviour Support Team or if appropriate the police;
- Parents will be kept up to date of action taken and progress.

Advice given to parents in 'Say No to Bullying, A handbook for parents'

Listening carefully to what your child is saying and what they want to happen.

Collect evidence e.g. a diary of who did what, when, what was said, keep any written messages, texts or emails.

Stay calm – don't involve yourself as it is likely to make it worse for your child.

Speak calmly to the school and provide them with the information. Remember to work in partnership with the school to help your child.

Agree a plan with the school (using the Anti-Bullying Policy) and make sure it includes follow-ups so you know when you will see and hear from them again.

If, after you have made a plan with the school and followed it up, you are still not happy with the situation, you have a right to contact the school governors. If this does not help, the next step would be to contact the local authority.

This follows our school Anti Bullying Policy, Procedures Role of the School Stage 1, 2 and 3.

We appreciate that we will never be able to make our school free from bullying but we will constantly strive to ensure that children are happy and safe within school; that they understand what bullying is and what to do if they witness it or it happens to them. All staff working within the school will be alert to the signs of bullying and will know what steps to take to deal with it. Children and parents will be listened to and their concerns taken seriously.