

ANTI-BULLYING POLICY

We endeavour to provide an environment in which self-discipline, respect and care for others is evident.

School Mission Statement - January 2000

One of the most common concerns young people have when transferring to a new school is the fear of being bullied. At St. Francis, we believe that all children have the right to attend school without this fear. We are opposed to all forms of bullying and work in partnership with governors, staff, pupils and parents, to ensure that St. Francis of Assisi provides a safe, happy environment for our whole community.

WHAT DO WE MEAN BY BULLYING?

Bullying is.....

'deliberate action, physical and/or verbal in nature that results in the distress of another'

'the wilful conscious desire to hurt, threaten or frighten someone'

Examples of bullying include....

- . teasing and name calling
- . physical threats or assaults
- . sending people to conventry/ostracising or isolating people
- . comments about a person's race, gender, physical appearance
- . academic ability (high or low) - all verbal abuse - (see Equal Opportunities Policy)
- . intimidation and threats (emotional and physical)
- . pushing, punching
- . extortion "borrowing" of equipment/personal property,
- . taking someone's sweets, pocket/lunch money
- . making people feel different
- . spreading rumours
- . practical jokes
- . blackmail
- . rude gestures
- . damaging another's work
- . forcing someone to do something they don't want to (stealing, lying, smoking)

HOW DO WE ATTEMPT TO CREATE AN ANTI-BULLYING CULTURE?

Every opportunity should be taken to create an anti-bullying ethos and a climate based upon Christian principles.

a. through the school ethos

From the School Mission Statement we want:

- (i) to provide a Catholic Christian setting in which the spiritual dimension is integrated into the education of each child to foster the acquisition of knowledge, attitudes and values.
- (ii) to provide a caring atmosphere based on mutual respect within the entire community, which will encourage the development of all its members.
- (iii) to promote self esteem, tolerance of difference and an awareness of how to relate to others, in school and outside both now and in the future.

Therefore we guarantee to provide:-

- recognition, praise and reward for good effort and achievement
- opportunities for pupils to take individual and shared responsibilities
- creation of the right climate
 - it is right to tell
 - it is safe to tell (not making it worse)
 - you will be believed
 - we have time to listen
 - we will do something about it
- activities to help create a form of identity and responsibility
- extra curricular activities
- strategies for new pupils
- library duties
- responsibilities in environmental areas
- Work Experience
- Community involvement
- through Governor involvement

Working with the Headteacher to ensure:

 - the anti-bullying policy is implemented
 - the policy is monitored, reviewed and evaluated

c. through Staff involvement

1. the curriculum

Staff will raise awareness of bullying and related issues:

- in lessons e.g. R.E., English and Drama
- in school assemblies
- through small group work
- recognition of pupil's genuine efforts
- development of self worth in a subject

- . all schemes of work should show consideration of race/gender issues (again see Equal Opportunity Policy)
- . by providing a non threatening, supportive environment for all pupils
- . involvement of external agencies

2. **pastoral care**

All staff, but particularly Form tutors and Year heads should be on the lookout for possible signs of bullying:

- . changes in normal patterns of behaviour and moods
- . sudden truancy or pattern of absence (particular days)
- . sudden deterioration in quality and amount of work/under achievement
- . upset/dishevelled
- . lateness for particular lessons
- . reluctant to leave lessons/school at the same time as others
- . isolation in group
- . sudden outbursts
- . lacking in concentration
- . changed attitude towards staff
- . lateness
- . (feigning) illness
- . aggression
- . attention seeking
- . wanting to stay in at breaks/lunch times

3. **active supervision**

Staff are to be vigilant at all times and in all areas of the school e.g.

breaks and lunch times

- . movement times between lessons
- . start and end of school - on way out, at buses, on the bus
- . "hidden corners"
- . playgrounds

d. **through parental involvement**

Parents should be on the lookout for possible signs of bullying and should contact the Form Tutor if a problem arises and if, without good reason, their child:

- . doesn't want to go to school
- . is often ill
- . is not sleeping properly
- . is attention seeking
- . loses appetite
- . has money problems (dinner money, pocket money)
- . stops mixing with certain people
- . becomes withdrawn

- e. **through pupil involvement**
All pupils are expected to:
- . speak out against bullying
 - . apply peer group pressure to outlaw bullying
 - . alert staff if bullying occurs

WHAT DO WE DO IF BULLYING OCCURS?

staff will:-

1. Watch out for early signs of distress in pupils.
Be alert to what is going on - not just when on duty, but at all times around the School.
2. Emphasise that bullying is wrong and that all incidents will be treated seriously.
3. Listen carefully and keep a written record of all reported incidents. If they cannot listen immediately, they will arrange a definite time for meeting as soon as possible.
4. Offer the victim immediate support and help by putting the School's procedures into operation. They will let pupils know that, where possible, they will try to respect requests for anonymity.
5. Respond to pupils about what action has been taken.

GUIDELINES FOR PUPILS - BULLYING IS WRONG

Our **Anti **B**ullying **C**ampaign**

You can help stop bullying

1. Show that you and your friends disapprove.
2. Don't stand by and watch - get help.
3. Give sympathy and support to children who may be bullied.
4. Be careful and think about teasing or personal remarks - imagine how you might feel.
5. If you know of bullying, tell a trusted adult or complete a helpline sheet available from the Main Office. It is not telling tales (the victim may be too scared or lonely to tell).

If you are being bullied

1. Try not to show that you are upset (however difficult this is) and try to ignore the bullying if possible.
2. Try to stand up for yourself and say "no" to the bully (with support of friends if possible).
3. Avoid being alone in places where bullying happens.
4. If you are in danger, get away.

5. Tell an adult you can trust.

Parents should:-

1. Try to talk to their child if they notice signs of stress e.g. - not wanting to go to school, often feeling unwell, lost or missing equipment, changes in behaviour such as tearfulness.
2. Contact your child's Form Tutor if you feel your child is being bullied. We will be pleased to discuss the situation and work together on a solution to the problem.
3. Do not encourage their child to hit back at it can make matters worse.

Associated Documentation

School Mission Statement
Home-School Agreement
Behaviour Policy
Equal Opportunities Policy.

Saint Francis of Assisi Anti-Bullying Policy

Pupil.....Form.....

We have read and support the school's policy on anti-bullying.

.....(name of Form Tutor)

Signed.....(Parent/guardian) date.....

.....(Pupil)