

*St Teresa's Primary School
(Tullyherron)*



Anti-Bullying Policy

Prepared by: Principal and staff

Discussed with: Whole School Staff Members

Agreed on: 18/02/2016

To be reviewed on: 02/2018

WHAT IS BULLYING?

Bullying is deliberately hurtful behaviour that is repeated over a period of time and from which it is difficult for those being bullied to defend themselves

It has four main types:

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|---------------|---|
| PHYSICAL | e.g. hitting, kicking, taking belongings; |
| VERBAL | e.g. name-calling, insulting remarks; |
| EMOTIONAL | e.g. spreading rumours, excluding people from groups. |
| CYBERBULLYING | e.g. inappropriate use of mobile phones and internet (social networking). |

RATIONALE AND PURPOSES

Bullying affects

- * The safety and happiness of the student.
- * The student's academic achievement.
- * Our reputation as a caring school.

If students observe bullying going unchallenged they may learn that it is a quick and easy way of getting what they want. Those students being bullied may feel that the school has condoned unacceptable behaviour and may feel let down by adults in authority.

Consequently all our staff are vigilant at all times to the possibility of bullying occurring, and will take steps to stop it happening, to protect and reassure the victim and to deal with the bully.

Our school will therefore strive to reduce bullying to a minimum and be able to deal with any instances of bullying -

- * Effectively.

- * Consistently.
- * Positively.

To do this all staff, teaching and non-teaching will agree on what bullying is, and follow the same procedures when bullying takes place and will also take an active role in the prevention of bullying.

SIGNS AND SYMPTOMS OF BULLYING

Parents should be aware that the following are possible signs of bullying. This may be where a child:

- is frightened of travelling to or from school;
- is unwilling to go to school;
- begins to do poorly in school work;
- becomes withdrawn;
- regularly has books or clothes destroyed;
- stops eating;
- cries easily;
- becomes disruptive or aggressive;
- has possessions go 'missing';
- has dinner or other monies continually 'lost';

PROCEDURES

In the event of a bullying incident

Report bullying incidents to staff.

In cases of serious bullying the incidents will be recorded by staff.

Parents may be informed (in serious cases) and may be asked to come to the school to discuss the problem.

The bullying behaviour and threats of bullying must stop immediately.

If bullying persists the Board of Governors will be notified and other statutory agencies consulted if necessary.

STAFF RESPONSIBILITIES

To implement procedures to confront bullying in any form.

To listen to all parties involved in incidents.

To investigate as fully as possible.

To take appropriate action, or refer the matter to the Principal for further action.

To record and inform parents of bullying incidents.

To promote the use of a range of teaching and learning styles and strategies which challenge bullying.

To foster by example the values we as a school believe in.

To promote the use of interventions which are least intrusive and most effective.

To record incidents of bullying in the school's 'Incident Book'.

To retain records for monitoring purposes.

STUDENT'S RESPONSIBILITIES

STUDENTS WHO OBSERVE BULLYING

The majority of students in the school may not be involved in bullying behaviour themselves, but they are likely to know that it is happening. They may even witness it take place. These bystanders may do nothing because they are afraid, uncomfortable or because they do not know what they should do. It is not the intention to encourage students to take on the role of vigilantes who 'stop bullying', but it is possible to motivate peer pressure so that students take an active stand against bullying behaviour. Students can be encouraged to be active bystanders by:

Not allowing someone to be deliberately left out of a group.

Not smiling or laughing when someone is being bullied.

Telling a member of staff what is happening.

Encouraging the bullied student to join in with their activities or groups.

Telling the bullying student to stop what they are doing.

Showing the bullying student that they disapprove of his or her actions.

Students can be shown how being passive about bullying behaviour can not only collude with it, but also sometimes encourages it. Role play helps students to rehearse more challenging strategies.

PARENTS RESPONSIBILITIES

We ask our parents to support their children and the school by:

Watching for signs of distress or unusual behavior in their children, which might be evidence of bullying.

Advising their children to report any bullying to (name of a member of staff/specific post in school/their class teacher) and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.

Advising their children not to retaliate violently to any forms of bullying.

Being sympathetic and supportive towards their children and reassuring them that appropriate action will be taken.

Keeping a written record of any reported instances of bullying.

Informing the school of any suspected bullying, even if their children are not involved.

Co-operating with the school, if their children are accused of bullying, try to ascertain the truth and point out the implications of bullying, both for the children who are bullied and for the bullies themselves.

THE RESPONSIBILITIES OF ALL

Everyone should: Work together to combat and, hopefully in time, to eradicate bullying.

PROCEDURE IN THE EVENT OF A BULLYING INCIDENT

If bullying is reported, the incident will be dealt with immediately by the member of staff who has been approached.

Pupil to Class Teacher

A clear account of the incident will be recorded in the school's Incident Book.

Pastoral Care Teacher, Mrs. Kelly

Mrs Kelly will speak to the bully and child being bullied. Sanctions will be used as appropriate and in consultation with all parties concerned in accordance with the school's Discipline Policy.

Principal notified, Mrs Mc Court

The Principal will speak to both parties and if behaviour is repeated or continued parents will be informed. Statutory agencies may become involved as required.

PUPILS WHO HAVE BEEN BULLIED WILL BE SUPPORTED BY

An immediate opportunity to discuss the experience with a member of staff.

Reassuring the pupil.

Offering continuous support.

Restoring self-esteem and confidence.

PUPILS WHO HAVE BULLIED WILL BE HELPED BY

Discussing what happened

Discovering why the pupil became involved

Establishing the wrong doing and need to change

Informing parents or guardians to help change the attitude of the pupil when initial sanctions and consultations with Pastoral Care Teacher and Principal fail.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PDMU assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

SANCTIONS AND OUTCOMES

Sanctions will be used where bullying behaviour is clearly proven - a reprimand may be sufficient to deter a student from mild teasing but where the bullying is of a more serious nature, exclusions will be considered.

Parents/carers, both of the bully and the bullied will be involved if the bullying is considered serious.

Records of the bullying - and of the follow ups will be kept by the Pastoral Care teacher.

PREVENTION

Many occasions during school can be used to raise awareness of bullying, its effects, and how to handle being bullied. These include:

Assemblies

Circle time - incorporating PDMU

Subject lessons

Students who observe bullying

E Safety lessons re online bullying

Ensure pupils are aware of school's "Golden Rules."

Striving to ensure children are adequately supervised at all times.

Giving regular praise and encouragement to pupils particularly to disruptive pupils as soon as acceptable behavior is observed.

Continuous professional development of staff. All staff will be trained regularly under the umbrella of Pastoral Care including child protection and discipline.

REVIEW AND MONITORING

Implementation of this policy will be monitored by the principal and designated teacher for child protection.