

ST BRONAGH'S PRIMARY SCHOOL ANTI-BULLYING POLICY



Value Statement

This policy has been created following consultation with the Board of Governors, Pupils, Parents and Staff. Through it, our school seeks to create a safe and caring environment for all pupils and staff. We recognise that everyone has the right to be educated and work in an atmosphere which is free from fear and intimidation. We appreciate that bullying, of its very nature, is contrary to the values upheld in our School Motto —

"Learn, Achieve, Pray, Believe."

Policy Aims

St. Bronagh's School wishes:

- › To provide a learning environment which is free from intimidation and fear for all pupils.
- › To create an environment within which positive relationships will be fostered and bullying behaviour of any sort will be unacceptable.
- › To create a school ethos which encourages children to disclose and discuss incidents of bullying behaviour.
- › To raise awareness of bullying as a form of unacceptable behaviour, with school management, teachers, pupils, parents/guardians.
- › To ensure comprehensive supervision and monitoring measures through which all areas of school activity are kept under observation.
- › To employ procedures for noting and reporting incidents of bullying behaviour.
- › To employ procedures for investigating and dealing with incidents of bullying behaviour.
- › To regularly evaluate the effectiveness of the school policy on anti-bullying.
- › To offer support and guidance to the victim and the child carrying out the bullying.

Related School Policies

This policy is set within the broader school context of Pastoral Care and as such should be read in conjunction with the following school policies:

- > Pastoral Care
- > Safeguarding and Child Protection
- > Discipline
- > Misuse of Substances/Drugs
- > Intimate Care
- > Personal Development
- > E-Safety
- > Use of Reasonable Force and Safe Handling

What is Bullying?

Bullying behaviour is defined as deliberately hurtful behaviour repeated over a period of time, where it is difficult for the victim to defend him or herself.

This may be:—

- > Physical e.g. kicking or punching; damaging property;
- > Verbal e.g. name calling;
- > Social or Emotional e.g. exclusion;
- > Cyber e.g. using websites or mobile phones;
- > Relating to disability e.g. physical impairment;
- > Homophobic e.g. marginalisation;
- > Racial e.g. ridiculing;

These are only examples of bullying behaviour and are not intended to be a definitive list.

Bullying behaviour may be displayed towards an individual repeatedly, or towards a number of different individuals where the bullying aspect reflects the behaviour rather than the victim or victims.

Agreed Code of Conduct for the School Community

Pupils

Pupils have an entitlement to be educated in an environment which is safe, caring and respectful of their individual needs. Pupils have a responsibility to treat all other pupils, teachers and other staff with respect. They have a responsibility to refrain from engaging in bullying behaviour and to report it if they are aware of it occurring.

Parents

Parents have an entitlement to expect that their child will be educated in an environment which is safe, caring and respectful of their individual needs. Parents have a responsibility to ensure that their child co-operates with teachers, other staff and other pupils. They have a responsibility to inform the school of any incidents of bullying which they are aware of.

Staff

Teachers and other adults in the school community have an entitlement to work in an environment which is characterised by respect and caring for all. Teachers and other adults in the school community have a responsibility to contribute to the creation of such an environment and to work for the well being of all pupils. It is everyone's responsibility to prevent bullying, and here are some suggestions which may help to do this.

Parents'/Guardians' Roles

It is always a good idea for parents/guardians to take an active interest in their child's social life and chat about friends and their activities in and out of school. As well as keeping up to date with their child's friendships they may well learn of disagreements or difficulties.

They could watch for signs of distress in their children. There could be an unwillingness to attend school, headaches, stomach aches, etc. toys or equipment going missing, requests for extra pocket money etc. There are many reasons why a child may be unsettled at school, bullying is always a possibility.

If they think their child is being bullied they should inform the school immediately and ask for an interview with their child's teacher. If the outcome is not satisfactory they can then request an interview with the Principal, Mr Gallagher.

Remember, bullying is everyone's responsibility and the school needs time to investigate problems. All reports will be investigated as soon as possible.

Children

If you are being bullied:-

- › Try not to show that you are upset — this is difficult.
- › Try to ignore the bullying.
- › Walk quickly and confidently — even if you don't feel that way inside.
- › Try being assertive — shout loudly.
- › Get your friends together and say no to the bully.
- › If you are different in any way, be proud of it — it's good to be an individual.
- › Avoid being alone in places where bullying happens.
- › If you are in danger, get away.
- › Tell an adult you can trust.

You Can Stop Help Bullying:—

- › Don't stand by and watch — go for help.
- › Show that you and your friends disapprove.
- › Give sympathy and support to children who may be bullied.
- › Be careful about teasing or personal remarks — imagine how you might feel.
- › If you know of serious bullying, tell a trusted adult. It's not telling tales, the victim may be too scared or lonely to tell.

Pupils will be given the opportunity to complete a survey on bullying at least once a year and P7 pupils can participate in the Kids Life and Times Survey.

Staff

Our school provides opportunities to raise awareness of bullying to prevent it happening in a variety of subjects, initiatives and programmes including —

- › PDMU lessons and Circle Time.
- › Looking at classroom arrangement and seating positions.
- › School Monitors/Prefects.
- › Looking at ways of improving playground supervision.
- › School Council.
- › Operating a "Kindness Week" with the presentation of certificates at assembly.
- › Anti-Bullying Assemblies.
- › Participation in Anti-Bullying Week organized by NIABF.
- › Key Stage Post Box.
- › Talks by external agencies.
- › Love for Life and Helping Hands programmes.
- › Participation in Kids Life and Times Survey.
- › Continued Professional Development of staff.

The staff is aware of the school's anti-bullying policy and the procedures and mechanisms for its implementation.

Each case of bullying should be reported to the class teacher and if deemed serious will be immediately recorded and investigated and the appropriate action will be taken —

The teacher will:

- › Listen to what has been said from each party and seek answers to questions of:

What...? Where...? When...? Who...? Why...?

This should be done in a calm manner, setting an example in dealing effectively with a conflict in a non-aggressive manner.

- › If a group is involved, each member should be interviewed individually and then the group should be met collectively. Each member should be asked for his/her account of what happened to ensure that everyone is clear about what everyone else has said.
- › Try and resolve it within the classroom.
- › If the situation is not resolved at class level, it will be referred to the Principal.

The Principal will:

- › Speak to the teacher about the situation
- › Interview each child to investigate the incident and record the information given.
- › Interview witnesses to the alleged incident.
- › If necessary the Principal will involve the relevant parents and any outside agency, if required, e.g. Social Worker. Parents of pupils involved will be informed of the school's action up to this point and will be kept informed of any subsequent action.
- › A plan for resolution of the conflict will be devised. This will include targets for acceptable behaviour and will set out support measures for the pupils concerned.
- › Any disciplinary action required will use the system of sanctions in line with the school's Discipline Policy.
- › The situation will be monitored and formally reviewed within one month of the initial report.
- › When necessary the school will draw on support from a range of outside agencies.

Sanctions

Sanctions are necessary in order to ensure good discipline in the school and to prevent the disruption of lessons.

Sanctions in our Discipline Policy include:

Low Level

- › Frown/expression of shock
- › Verbally addressed
- › Withdrawing attention
- › Repeat activity properly
- › Reward others
- › Related sanction e.g. completing work, cleaning up mess
- › Time out in class (thinking chair)
- › Reminder of class/golden rules
- › Discussion with child/children
- › Apology issued

Moderate Level

- > Amber Warning card
- > Entry in class teacher's incident book
- > Time deducted from Golden Time
- > Time out in another class
- > Extra work
- > Buddy system
- > Reflect and write
- > Contact with parents
- > Informal parents meeting
- > Loss of privileges
- > Referred to principal/vice principal
- > Withdrawal from extra-curricular activities
- > Children will be afforded opportunity to complete unfinished school work and /or homework in an alternative Key Stage classroom at break and/or lunch time
- > Children will be afforded the opportunity to catch up with missed work in an alternative Key Stage classroom at break and/or lunch time due to late arrival at school

Serious Levels

- > Consequence card — break or break and lunch time detention or loss of Golden Time
- > Completion of Reflection Sheet
- > Send to principal
- > Involve parents
- > Involve SENCo
- > Education Plan
- > Daily, Weekly, Monthly behaviour report
- > Involve outside agency – Behaviour Team
- > Staff liaise with principal/vice principal to access support.
- > Fixed term exclusion
- > Permanent exclusion

Conclusion

- › Parents and pupils have been kept informed of the School's Anti-Bullying Policy by:-
- › Copies of Policy made available to Parents.
- › Discussions with pupils.
- › Presentation of Anti-Bullying assemblies and participation in Anti-Bullying Week organized by NIABF.
- › Consultation during the writing of the policy.

The Board of Governors will be informed on an annual basis of the number of recorded bullying incidents in our school.

Review Date: Autumn 2016

Signed Date

(Chair of Governors)