

ROSEMOUNT PRIMARY AND NURSERY SCHOOL



**ANTI BULLYING POLICY
2018**

ANTI-BULLYING POLICY

Rationale

The purpose of this policy is to promote consistency of approach and to create a climate in which all types of bullying are regarded as unacceptable.

The aim of our Pastoral Care Policy is to create a community in which all staff and pupils feel safe, valued, supported and happy. Bullying is an activity which flows contrary to this stated aim. It will be dealt with firmly and consistently by all staff in line with this policy on bullying.

The Policy endorses the views of C.C.M.S., E.A. and D.E.N.I. and takes account of the requirements of current child protection legislation.

Rosemount Primary and Nursery School is completely opposed to bullying and will not tolerate it in any way. It is entirely contrary to the values and principles we work and live by. All members of our school community have the right to work in a secure and caring environment. They also have a responsibility to contribute, in whatever way they can to the protection and maintenance of such an environment.

Aims

- To promote a secure and happy environment free from threat, harassment and any type of bullying.
- To take positive action to prevent bullying from occurring through a clear school Positive Behaviour Policy.
- To show commitment to overcoming bullying by practising zero tolerance.
- To inform pupils and parents of the school's expectations and to foster a productive partnership, which helps maintain a bully-free environment.
- To make staff aware of their role in fostering the knowledge and attitudes which will be required to achieve the above aims.
- Inform and educate parents and children about bullying on-line or on mobile phones and how to cope with this.
- To raise awareness and teach coping strategies in an age appropriate manner through participation annually in Anti-Bullying week/PDMU/Circle-Time.
- Promote a spirit of charity, social awareness and concern for others.
- Welcome, respect and cherish those of diverse identities.

Principles

- Pupils have a right to learn free from intimidation and fear.
- The needs of the victim are paramount
- Our school will not tolerate bullying behaviour
- Bullied pupils will be listened to
- Reported incidents will be taken seriously and thoroughly investigated.

Definition of Bullying.

The NI Anti Bullying Forum (NIABF) defines bullying as “*the repeated use of power by one or more persons intentionally to hurt, harm or adversely affect the rights and needs of another or others.*”

It is a form of unacceptable behaviour that is repeated over a period of time, involves an imbalance of power over another, and is intentionally hurtful.

Forms of Bullying.

There are many different ways that bullying can be displayed. This could include:

- Physical violence such as hitting, pushing or spitting at another pupil
- Interfering with another pupil’s property, by stealing, hiding or damaging it
- Using offensive names when addressing another pupil
- Teasing or spreading rumours about another pupil or his/her family
- Writing offensive notes or graffiti about another pupil
- Excluding another pupil from a group activity
- Ridiculing another pupil’s appearance, way of speaking or personal mannerisms
- CYBER-BULLYING- Misusing technology (internet or mobiles) to hurt or humiliate another person is fast becoming a growing problem in society, and one that we must take vigilance of in school. Much of this will invariably occur beyond the school day but it may eventually impact upon relationships in school as a consequence.

Links with other School Policies

As bullying can cross many social interactions within school, there are intrinsic links to other policies within the pastoral domain, namely;

Pastoral Care, Child Protection, Positive Behaviour/Discipline Policy, Acceptable Use of the Internet Policy.

Participation and Consultation Process.

The whole school community shall be involved in addressing the bullying issue in our school through;

- Awareness raising programmes (Curriculum and Parent Information Leaflets.)
- Survey/questionnaires distributed to pupils, parents and whole school staff.
- Obtaining the views of elected student representatives.
- Seeking the views of parents at information/ parent’s evenings.
- Monitoring, evaluation and review.

Staff Responsibilities

- To foster in our pupils self-esteem, self-respect and respect for others
- To discuss bullying with classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher when it happens
- To be alert to signs of distress and other possible indicators of bullying
- 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 and report suspected cases of bullying to a member of the Management Team for further action
- To record and inform parents of bullying incidents
- To follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken
- To promote the use of a range of teaching and learning styles and strategies which challenge bullying incidents
- To promote open management styles which facilitate communication and consultation throughout the school community.

- To foster by example the values we as a school are committed to and seek to encourage.
- To promote the use of interventions which are least intrusive and most effective.
- To monitor the extent to which the above are being carried out by :-
 - (a) Regular discussions between management, staff, pupils and parents.
 - (b) Recording incidents of bullying.
 - (c) Retaining records for monitoring purposes.

Pupil Responsibilities

We expect our pupils to:

- Refrain from becoming involved in any form of bullying
- Intervene to protect the pupil who is being bullied unless it is unsafe to do so
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

Anyone who becomes the target of bullies should not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.

Parental Responsibilities

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

- Watching for signs of distress or unusual behaviour in their child/ren, which might be evidence of bullying.
- Advising their child/ren to report any form of bullying to Mr P Bradley (Principal), Mr W. Hegarty (VP), or to the 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
- Keep a written record of any reported instances of bullying
- Informing the school or 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 for the children who are bullied and for the bullies themselves.

Preventative Measures.

1. Promote the school ethos at all times (BE THE BEST YOU CAN BE)
2. School rewards systems
3. Awareness of Rights and Responsibilities-Every Child Matters
4. Recognise and reward good behaviour
5. School Assemblies- addressing Bullying and providing Anti-Bullying Strategies
6. Vigilant supervision- playground/ canteen/ general school environment
7. Use of Grow In Love programme
8. Whole school participation in Anti Bullying Week (November each year)
9. Use of PDMU lessons/ Circle Time activities
10. Questionnaires- Pupil, Parents, Staff
11. Good Parental Communication- Consultation, Leaflets, School Website, School Noticeboards
12. Use of Outside Agencies- NSPCC, Childline, PSNI
13. Staff Training/ Effective Communication
14. Use of Creative Learning to enhance social and emotional skills

PROCEDURES FOR DEALING WITH INCIDENTS OF BULLYING BEHAVIOUR

The following steps will be taken when dealing with incidents (See Appendix 1 & 2)

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- Attempts will be made to resolve the situation quickly
- Reports will always be taken seriously
- Steps shall be taken to ensure the child feels safe and secure
- Significant incidents will involve further investigation and recording
- A clear account shall be reported to the Principal, Vice Principal, Class Teacher, Designated or Deputy Designated Teachers for Child Protection
- Significant or repeated incidents will require parents to be informed
- Disciplinary measures/ sanctions, which are proportionate, will be explained and used
- Records will be kept of all reported incidents of bullying
- If necessary relevant professionals will be contacted eg. Behaviour Management Team, EWO, Education Psychology etc

Monitoring and Review of Anti Bullying Policy.

It is the responsibility of all staff to ensure that this policy is implemented. Implementation of this policy will be monitored by the Principal, Vice Principal and Designated Teacher for Child Protection. A report on implementation will be presented annually to the Board of Governors, within the overall report on Pastoral care provision. This policy will be formally reviewed and evaluated with the staff every 2 years. Consultation and valuable input will be sought from the whole school community, parents/ carers and pupils.

PROCEDURES FOR DEALING WITH BULLYING BEHAVIOUR

Step 1

REPORTING OF AN INCIDENT (significant/ repeated/ intentional incidents or serious one-off incident)

When such a bullying incident is reported, the information will be passed on to the following people

- The teacher of any child involved
- The Principal/Vice Principal
- The Designated Teacher for Child Protection

Step 2

INVESTIGATION OF AN INCIDENT

- This will normally be carried out by the Principal/ Vice Principal/ Designated Teacher, in co-operation with the class teacher/ adults involved.
- Pupils involved will be interviewed and a record made of their responses using the school's incident report form (see appendix 2)
- Parents of all pupils involved will be informed of the school's action up to this point and kept informed of subsequent action.

Step 3

AGREEING A PLAN FOR RESOLUTION

- Principal/ Vice Principal/ Designated Teacher will devise a plan for resolution of conflict
- Targets for acceptable behaviour will be set out including support measures for ALL pupils concerned
- Any disciplinary action required will use the school's sanctions as set out in the school's Behaviour Policy

Step 4

REVIEWING THE SITUATION

- Situation will be monitored and formally reviewed within one month of the initial report
- This may involve Principal, Vice Principal, Designated Teacher, Class Teacher, staff, pupils and/or parents concerned
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Step 5

INVOLVMENT OF OTHER AGENCIES

- Where necessary the school will draw on support of Education Welfare Officer, Behaviour Support Team, Educational Psychology Service

Alleged Bullying Incident

Name of Child: _____

Date of Incident: _____

Names of other children involved:

Details of alleged incident; (include where, when, who was involved and any witnesses that saw the incident.)

Signed: _____

Date: _____