

ROSEMOUNT PRIMARY AND NURSERY SCHOOL



ANTI BULLYING POLICY 2019

Signature of Chair of Board of Governors: _____

Signature of Principal: _____

Date: _____

Review due:

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.

This policy has been developed consistent with the Statutory Requirements (Addressing Bullying in Schools Act Northern Ireland 2016) which requires Boards of Governors and Principals to consult with all stakeholders regarding positive behaviour and bullying prevention measures which must be in place.

The policy takes account of guidance provided in:

- Health and safety at work NO Order 1978
- The children Northern Ireland Order 1995
- The Human Rights Act 1998
- Welfare and protection of Pupils Education and Libraries Northern Ireland Order 2003
- The Education 2006
- Addressing Bullying in Schools Act 2016
- Pastoral Care in Schools- 1999
- Pastoral Care in Schools: Promoting Positive Behaviour 2001
- Measures to prevent bullying in DE Circular 2003/13
- Safeguarding and Child Protection in Schools- A Guide for Schools DENI 2017
- Safeguarding Board for Northern Ireland Policies and Procedures 2017

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 legal definition of bullying for Northern Ireland as outlined in the 2016 Act is;

“(1) In this Act “bullying” includes (but is not limited to) the repeated use of –

- a) Any verbal, written or electronic communication
- b) Any other act, or
- c) Any combination of those,

By a pupil or group of pupils against another pupil or group of pupils, with the intention of causing physical or emotional harm to that pupil or group of pupils.

(2) For the purposes of subsection (1), “act” includes omission.

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.

Verbal Bullying	Written/ Non Verbal Bullying	Electronic	Physical Bullying	Emotional Bullying
Name calling Calling a member of the family names Laughing at them Making inappropriate remarks Making homophobic comments Commenting on a person’s appearance Teasing Laughing at someone Being sarcastic Being cheeky Swearing at them Telling lies	Giving dirty looks Glaring Looking at a person for a long length of time Physical abuse as mentioned above Making signs behind their back Writing something nasty Cyber bullying Leaving them out of games Excluding Sticking tongue out/making faces behind their back Telling lies	Misusing technology to bully and harass- social media, text messages, posting inappropriate photos or comments.	Head butting Hitting Spitting Pushing Punching Biting Scratching Tripping Elbowing Stealing Nipping Poking Grabbing Choking Twisting arm or hand	Talking behind back Leaving a child out Threatening Ignoring Spreading rumours Writing nasty notes Spoiling their games/work Not inviting them to an event Turning back on them Giving dirty/nasty looks Glaring Telling lies on them

Spreading false rumours Trying to make pupils dislike each other	Spreading false rumours Trying to make pupils dislike each other			
Omission Pupil is intentionally left out Wilful failure to include a pupil Leaving a pupil out of a group of friends, an activity, games or group work in class.		Racist Bullying Bullying related to race, colour or Religion	Homophobic Name calling related to gender or sexual orientation	

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, Long Tower Youth Service
13. Staff Training/ Effective Communication
14. Use of Creative Learning to enhance social and emotional skills

Signs of Bullying

Not all children will tell that they are being bullied for fear of reprisal, guilt, embarrassment or fear of not being believed. It is essential that all staff know the signs to be aware of

- being frightened to walk to and from school
- asking to be taken to school
- changing their usual route to school
- developing a pattern of headaches, stomach aches etc

- having possessions go missing
- damaged clothing
- unexplained bruising or cuts
- asking for/beginning to steal money
- crying for an unknown reason or crying themselves to sleep
- start wetting the bed
- having nightmares
- threatening/attempting suicide
- poor attention and concentration in class.
- change in behaviours
- change in mood- becoming quiet, withdrawn, anxious
- deterioration in behaviour as child tries to impress.
- work in class deteriorates.
- refusal to come to school
- increased absences from school
- starting to stammer
- hitting other children
- refusing to say what is wrong

Rights and Responsibilities of the Rosemount School Community

Rights of the Pupil

If a child is being bullied or is suspected of being bullied, he/she has the right to

- be listened to
- be taken seriously
- be informed of actions that are possible to address their concerns
- be reassured that all possible steps will be taken to ensure their safety
- know that the school will contact parents if appropriate
- know that the situation will be monitored.

When a child is suspected of bullying of other children he/she is entitled to;

- be listened to
- be taken seriously
- be informed of what action the school will take to address the situation and ensure there is no re-occurrence
- be informed of the timescale of any investigation
- know that the school will contact parents
- know that the situation will be monitored.

Responsibilities of Pupils

- Avoid any behaviour which could be construed as bullying.
- Tell if being bullied
- Show respect for each other
- Tell an adult before retaliating.

Parents are entitled to expect that;

- their child will be educated in an atmosphere which is safe and caring and not characterised by violence and intimidation
- they will be informed promptly of any incident of bullying regarding their child and that this will be dealt with confidentially
- the school will take all reasonable steps to prevent bullying occurring
- any bullying incident which is reported will be investigated according to the school's guidelines.
- Rules are implemented fairly and consistently by all staff.

Parents of our children are responsible for;

- ensuring that their child respects and co-operates with teachers, ancillary staff and other children
- signing and adhering to the School Behaviour Contract
- ensuring their children follow the school rules and follow the guidelines specified in the School Contract
- seeing that their child uphold the rules of the school
- listening to their child if they have any concerns or worries.
- contacting the school to report any concerns over bullying behaviour
- supporting all aspects of the school ethos.
- being vigilant in looking for signs that their child may be a victim of bullying.

Parents of bullied children and parents of children who bully are entitled to;

- know how to access the schools anti-bullying policy
- know what action the school will take when bullying is reported
- be included in discussions that outline appropriate action on the part of the parent
- know that the situation will be monitored.
- Parents should tell their children not to retaliate but to report any incident to a member of staff or their parent.
- Parents should inform the school immediately they are aware of a bullying incident.

Staff Entitlement and Responsibility

- *Teachers Responsibilities*
- Aware of policy and procedures in dealing with bullying incidents
- Listen to children and take all reports seriously
- Attempt to deal with the issue and investigate
- Log all incidents
- Liaise with management in recurring incidents of bullying.
- Follow up and monitor the situation

All teachers and other adults in the school community have the right to;

- work in a positive environment where there is respect and fairness at all times
- truthfulness and honesty from children, parents and staff
- equal treatment from all staff and children
- co-operation from children and parents.
- be listened to
- be given support, time and help to complete their duties.
- be treated fairly and with understanding, compassion and respect
- carry out their duties without undue stress or pressure from parents or staff.

The also have the right to advice and support from;

- The Department of Education (statutory guidance)
- Education Authority
- Council for Catholic Maintained Schools
- Teaching Unions
- CARE CALL

- Rosemount Primary and Nursery School staff have access to counselling support which they are encouraged to avail of.

Responsibility of all non-teaching staff

- Non-teaching staff are often on duty at unstructured times e.g playground and dining hall when most incidents of unacceptable behaviour occur. They should
 1. be vigilant in looking for signs of bullying.
 2. report any incident of bullying or suspected bullying to the class teacher or principal/vice principal immediately.
 3. Follow all school rules and reinforce positive behaviour at all times.

During lunch times, supervisory staff will organise playground games and help maximise the use children make of the play equipment and playground markings to help give children focused activities to minimise the likelihood of bullying.

- They should be vigilant for children in distress or children involved in inappropriate behaviour.

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

• Staff should be vigilant in looking for signs of distress both within the classroom and while on supervision duty in the playground.

When staff suspect an incident of bullying or if an incident has been reported to them by a pupil, parent or other member of staff they should act immediately to protect the victim.

1. **Listen**- interview the victim, bully, any witnesses. Make notes. (5 'w' questions)

2. **Believe**- believe that a bullying incident has occurred until you can prove otherwise

3. **Reassure** –Reassure the victim that it is not their fault and you will investigate the matter fully.

Reassure the person that has informed you that they were correct to inform the school, thank them and reassure them it will be investigated.

4. **Investigate**- in the first instance the teacher will discuss what happened with the children involved. If this was a one-off incident the teacher may seek a reconciliation between both pupils where the bully will apologise and the teacher will monitor the situation. Classroom assistants and lunchtime supervisors may be informed to be extra vigilant at lunchtime.

5. **Action**- If a serious bullying incident occurs or if bullying occurs more than once the teacher should inform management who will investigate the incident and speak to the children involved. Parents of both parties will be informed. Sanctions and support will be put in place.

6. **Record** – make a record of the incident and action taken. Staff may use the proforma (appendix 1) or the discipline record to record incidents of alleged or actual bullying. A copy should be sent to the Principal.

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: _____