

Groarty Integrated PS



Anti-Bullying Policy

The little school with a big heart!

RATIONALE

Groarty Integrated PS 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 the school community have a 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.

MISSION STATEMENT

Groarty Integrated PS is a community of learning for all our pupils, staff, parents and wider community, and we promote integration as well as high academic achievement and learning for life.

***Aims** As our primary target is our pupils, we achieve our vision by working with children to:*

- . Have high self esteem - respecting themselves, others and the environment*
- . Develop enquiring, curious, imaginative and creative minds*
- . Become highly motivated life-long learners*
- . Welcome, respect and cherish those of diverse identities*
- . Nurture an enjoyment, love and enthusiasm for learning*
- . Promote a spirit of charity, social awareness and concern for others*
- . Be flexible, adaptable and to become problem-solvers*
- . Be able to work both independently and collaboratively*
- . Achieve high levels of literacy, numeracy and technological skills*
- . Question, dream and be confident enough to persevere*
- . Always strive for better.*

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.

“Bullying is behaviour which is done on purpose and happens over and over. It can make people feel sad, unhappy and not wanted. There are different types of bullying, example, verbal, social, physical, emotional or aggressive, which is caused over and over again by a person or a group of people. Sometimes bad behaviour may only have happened once or by accident, but bullying keep happening and people have planned to hurt you.”

Groarty Integrated Primary School Council
(2017)

FORMS OF BULLYING

There are many different ways that bullying behaviour 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 off 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 & CONSULTATION PROCESS

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

- Awareness raising programmes (Curriculum & parent information leaflets)
- Survey/questionnaires distributed to pupils, parents and whole school staff
- Obtaining the views of elected student representatives e.g. class/school councils
- Seeking the views of parents at information/parent evenings
- Monitoring evaluation and review

RESPONSIBILITIES OF ALL STAKEHOLDERS.

The Responsibilities of Staff

Our staff will

1. Foster in our pupils self-esteem, self-respect and respect for others
2. Demonstrate by example the high standards of personal and social behaviour we expect of our pupils
3. Discuss bullying with all 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 about bullying when it happens
4. Be alert to signs of distress and other possible indications of bullying
5. Listen to children who have been bullied, take what they say seriously and act to support and protect them
6. Report suspected cases of bullying to Miss Tina Keys, Acting Principal & Designate Teacher for Child Protection or Miss Catherine Sweetman, Deputy Designated Child protection Teacher

7. Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken
8. Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures

The Responsibilities of Pupils

We expect our pupils to:

1. Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity
2. Intervene to protect the pupil who is being bullied, unless it is unsafe to do so
3. 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.

The Responsibilities of Parents

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

1. Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying
2. Advising their children to report any bullying to Miss Keys (Acting Principal Designated Teacher or to the class teacher, and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils
3. Advising their children not to retaliate violently to any forms of bullying

4. Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken
5. Keep a written record of any reported instances of bullying
6. Informing the school of any suspected bullying, even if their children are not involved
7. 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 minimise the effects of bullying from our school.

PREVENTATIVE MEASURES.

1. Promote School Ethos at all times (living, learning, growing together)
2. School rewards scheme
3. Awareness of Rights and Responsibilities
4. Recognise and Reward Good Behaviour
5. School Assemblies – addressing Bullying and providing Anti-Bullying Strategies
6. Vigilant supervision - playground / general school environment
7. Consultation with School Council
8. Participation in the annual Anti-Bullying Week, with associated relevant learning activities
9. Use of PDMU lessons / Circle Time

10. Questionnaires- pupils, parents and teachers.
11. Good Parental Communication – Consultation /Questionnaire
12. Awareness of Anti-Bullying Week (in November each year)
13. Use of Outside Agencies – NSPCC, Childline, PSNI, Behaviour Support Team
14. Staff Training / Effective Communication
15. 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 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. EWO, Behaviour Management Team, Education Psychology, etc.

Training Resources

The Principal along with Deputy Designated Teacher will ensure that all staff are familiar with this policy and training of staff is arranged and updated as necessary. Material resources will be budgeted for accordingly.

MONITORING AND REVIEW OF ANTI-BULLYING POLICY

Implementation of this policy will be monitored by the Principal and Designated Teacher for Child Protection. A report on implementation will be provided annually to the Board of Governors, within the overall report on Pastoral Care provision.

This policy will be formally evaluated and reviewed with the whole staff every 2years. Consultation and valuable input will be sought from the whole school community, parents/carers and pupils.

AT ALL TIMES CHILDREN'S CONCERNS ARE OUR CONCERNS

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Appendix 1

PROCEDURE 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 following people

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

STEP 2

INVESTIGATION OF AN INCIDENT

- .This will normally be carried out by the Principal/Designated Teacher for Child Protection, 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/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 system of sanctions as set out in the school's Discipline Policy/ Positive Behaviour Policy

STEP 4

REVIEWING THE SITUATION

- . Situation will be monitored and formally reviewed within one month of initial report
- . This may involve Principal, Designated Teacher, class teacher, staff community, pupils and/or parents concerned.

STEP 5

INVOLVEMENT OF OTHER AGENCIES

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

Alleged Bullying Incident

Name of child: _____

Date _____

Names of other children involved:

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

Signed: _____ Date: _____