



Anti-Bullying Policy



Sacred Heart Primary School

November 2016

School Mission Statement

Sacred Heart Boys' Primary School is committed to working in partnership with our parents, and community, to ensure the development of each child to their full potential in a supportive and safe environment that promotes and encourages learning. We promote independence, teamwork, creativity and self-evaluation. We show respect for ourselves and others, developing self-confidence and pride in ourselves whilst celebrating achievement and embracing diversity.

All members of staff share these values and work to ensure a child-centred approach in which caring is a shared responsibility of all staff. These values underpin and shape all our school policies. We are committed to providing for all our pupils a safe environment so that they can learn in a secure and happy atmosphere. Therefore Bullying OF ANY KIND IS UNACCEPTABLE.

Aims and objectives of our Anti-Bullying Policy

We believe that all pupils have the right to learn in an environment which is free from intimidation and fear.

Accordingly, we will work to create an environment within which positive relationships will be fostered and violent behaviour of any sort will be unacceptable. Within such an environment, bullying behaviour will not be tolerated.

Self-esteem and respect for others will be promoted through the religious programme, through assemblies, the ethos of the school and relationships between pupils, parents and staff.

A relationship of trust between pupils, staff and parents will be encouraged and nurtured so that incidents of bullying will be reported.

Should bullying occur, the needs of victims of bullying will be paramount, and school will take all reasonable measures to ensure that the situation is resolved and prevent reoccurrence.

The school will seek to involve and inform parents in all areas of its anti-bullying work.

Bullying behaviour will cease immediately and attempts to help the "bully change his behaviour.

Links with other school policies

This anti-bullying policy forms part of the school's overall Pastoral Care policy.

It links with the Safeguarding & Child Protection policy in which the school outlines the steps it will take to protect children from harm and develop their personal safety strategies.

It links with the positive discipline policy in which the school outlines the types of behaviour which are considered appropriate and inappropriate, together with the sanctions which will be used as part of the disciplinary process.

Agreed definition of bullying behaviour

Definition of bullying behaviour:

Bullying is the repeated use of power by on one or more people intentionally to harm, hurt or adversely affect the rights and needs of another/others” (NI Anti-bullying Forum 2005)

DE defines bullying as “Deliberately hurtful behaviour, repeated over a period of time, where it is difficult for the victim to defend himself” (Pastoral Care in School: Promoting Positive Behaviour 2001)

It is a form of aggressive, hurtful behaviour which is persistent and unprovoked.

Bullying may take the following forms, all of which are equally unacceptable:-

It may take various forms, including physical, verbal and emotional.

The following are unacceptable behaviours BUT only constitute bullying behaviours when they are recurrent/persistent, targeted with intent and where a power imbalance between pupils is evident.

Types of incidents:

Physical: kicking, nipping, pushing, tripping

Verbal: name-calling (including sectarian, homophobic or racist name calling) teasing, spreading rumours, threatening

Emotional: excluding from play, threatening, pulling faces, hiding belongings

Cyber-Bullying: misuse of technology which causes hurt, embarrassment or offence to others.

Preventive strategies

We believe that the implementation of preventive measures will help to reduce the incidence of bullying behaviour. We will take the following steps:

Ethos and pastoral care:

- We will seek to create of a TELLING, LISTENING and RESPONDING School in which pupils are encouraged to express their feelings, fears and concerns. This will be facilitated through measures such as Circle Time, School Council, and Assemblies. We will promote and reward positive behaviour through measures such as awards for Friend of the Week etc.

Curriculum:

- Class lessons to negotiate and agree a Code of Conduct for Positive Behaviour within the class, eg class Charter
- We will provide Curriculum content within PDMU and Living Learning Together. These programmes will help children to develop a range of skills including self-awareness, assertiveness and communication skills.
- We will raise awareness through involvement in NI Anti-Bullying Week in November and also involve our School's Council representatives in deciding how to promote Anti-Bullying in the school.

Playtime provision:

- We will provide training, where possible, for teachers, classroom assistants and lunchtime supervisors in the promotion of positive play eg Dan the Skipping Man and strategies for dealing with incidents of bullying. We will actively identify and Manage “Hot spots” to minimise opportunities for bullying to arise.
- We will also adopt a “Peer Meditation” system to help focus on creating a positive playtime environment.

Responsibilities of the school community

Responsibilities of Pupils:

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying behaviour;
- Intervene to support any pupil who is being bullied, unless it is unsafe for them to do so;
- Report any concerns or instances of bullying witnessed or suspected, to a member of staff to help prevent further instances;
- Anyone who becomes the target of bullies should;
- Have the courage to speak out, to put an end to their own suffering and that of other potential targets.

Responsibilities of Parents:

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

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying;
- Advise their children to report any bullying to their teacher or to Mrs Smyth;
- Advise their children not to retaliate violently to any forms of bullying behaviour;
- Inform the school of any suspected bullying, even if their children are not involved;
- Co-operate with the school, if their child is involved in a bullying concern, to resolve the difficulty in a way which stops the behaviour recurring and meets the needs of all children.

Responsibilities of staff:

Our staff will:

- Foster in our pupils self-esteem, a sense of their rights and their responsibilities to others;
- Demonstrate by example the high standard of personal and social behaviour that we expect of our pupils;
- Discuss bullying behaviour with all classes, so that every pupil learns about the damage it causes;
- Emphasise the importance of telling a trusted adult about bullying behaviour when it happens or is observed;
- Listen to children who have been bullied, take what they say seriously and respond appropriately;
- Follow up on any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.

Procedures for dealing with incidences of bullying behaviour, including contact with parents and external agencies.

Each case of bullying will be dealt with individually and follow-up action will be tailored to meet the individual needs of the pupils concerned. The following steps will be followed.

1. Reporting of an incident

When a bullying incident is reported, the information will be passed onto the following people:

The teacher of any child involved;

The Principal;

The designated teacher for child protection.

2. Investigation of an incident

This will normally be carried out by the designated teacher for child protection, in co-operation with any class teachers concerned.

Pupils involved will be interviewed and a record made of their responses using the school's incident report form.

Parents of all pupils involved will be informed of the school's action up to this point and will be kept informed of subsequent action.

3. Agreeing a plan for resolution

Working with the pupils concerned, the designated teacher will devise a plan for resolution of the conflict. This plan will include targets for acceptable behaviour eg a behaviour plan. Attempts will be made to reconcile the parties concerned.

Any disciplinary action required will use the system of sanctions which is set out in the school's discipline policy.

4. Reviewing the situation

This situation will be monitored and formally reviewed within one month of the initial report. This will be done by the designated teacher, in co-operation with the other teachers, pupils and parents concerned.

5. Involvement of other agencies in provision of support

When necessary, the school will draw on support from a range of outside agencies including Education Welfare Officer, Behaviour Management Team and the Educational Psychology Service. In most instances, the school will seek to deal with the situation from within its own resources. However, if it becomes clear at step 3 or 4 that outside help is needed, the school will not hesitate to avail of it.

Monitoring and review of the anti-bullying policy

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

This policy will be formally evaluated and reviewed every three years.