



Straidhavern Primary school

ANTI-BULLYING POLICY

17/08/2018

What is Bullying Behaviour?

The Northern Ireland Anti-Bullying Forum (NIABF) defines bullying behaviour 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.'

The school has adopted this definition of bullying behaviour .

Forms of unpleasant and unacceptable anti – social behaviours include the following:

- ❖ 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
- ❖ Belittling another pupil's abilities and achievements
- ❖ 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

- ❖ Cyber-bullying may involve misusing mobile phones, computer and internet programmes to humiliate, threaten and isolate another; bullying through Social Networking Sites, messaging and chat rooms.

Any of the above anti- social behaviours will be dealt with under the school's Positive Behaviour policy.

Bullying Behaviour

Any of the above unacceptable anti-social behaviour becomes bullying behaviour when the behaviour is deliberately:

- Targeted at an individual pupil or group of pupils,
- Repeated and represents an ongoing misuse of power
- An Infringement of an individual's or group of pupils' right to be safe from both emotional and/or physical harm.

Therefore any kind of bullying behaviour by any member of our school community to any member/s of our school community is completely unacceptable and will not be tolerated.

Once the unpleasant unacceptable anti-social behaviour is judged, on the basis of evidence, to be bullying behaviour because it matches our definition of bullying behaviour then the incident is dealt with under this Anti-Bullying Policy.

Statement of pupil rights and responsibilities

All pupils have a right to be taught in a safe, secure, caring environment free from the threat of psychological and physical abuse

All pupils have a responsibility to behave in a caring manner towards all other members of the school community and to help create a climate where bullying behaviour is not accepted.

Our Ethos

This school is completely opposed to bullying behaviour of any kind and will not tolerate it. It is entirely contrary to the values and principles that we work and live by. All members of the 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.

Proactive Strategies implemented to reduce opportunities for bullying behaviour to occur

- Creation and implementation of our Class Charters
- Taught anti-bullying units contained in the PDMU taught curriculum
- Recognising & rewarding good behaviour
- Concern Box located within a safe area
- Active promotion of a listening and caring school ethos
- Monitoring the effectiveness of our anti-bullying ethos through surveys and consultation
- Active supervision of identified hotspots - e.g. playground,
- School assemblies
- Effective communication between and among members of the school community
- Implementation of our Anti – bullying policy
- School Council anti-bullying activities
- Participation in the NIABF’s Anti-Bullying Week (Nov)

Reactive Strategies

- Sanctions and support through the Code of Practice (action plans /targets) for those pupils presenting bullying behaviours
- Support through the Code of Practice (action plans/targets) to strengthen resilience in targeted pupils
- Telephone Helplines displayed throughout the school to encourage pupils to speak out and up
- A recording system which on the basis of evidence enables the Principal to track, monitor and assess the effectiveness of action plans/ targets.
- Good communication

Support provided for targeted children

Staff will:

- ❖ Listen sympathetically to and take seriously what targeted pupils say
- ❖ Assure targeted pupils that they are not to blame for the situation
- ❖ Ask the targeted pupils what they would like to see happening to resolve the situation
- ❖ Provide support and strengthen resilience by enabling targeted pupils to develop effective coping skills through implementation of an agreed action plan
- ❖ Use the Code of Practice if required to seek appropriate external support
- ❖ Track, monitor and assess the effectiveness of the action plan in providing support for the targeted pupil/s

Working with children displaying bullying behaviours

Bullying behaviour will be treated in the same way as any other form of behavioural difficulty, and addressed through the 5 stages of the Code of Practice.

Staff will follow the procedures set out in this policy to ensure that pupils presenting bullying behaviour are:

- ❖ Talked with calmly and dispassionately about the implications of their behaviour for the targeted pupil/s
- ❖ Asked to stop the unacceptable behaviour and choose to put things right
- ❖ Asked to consider what might underly the chosen behaviour to understand possible motivation
- ❖ Sanctioned appropriately
- ❖ Expected to change their unacceptable behaviours by active participation in tracking, monitoring and assessing their progress in meeting the success criteria agreed within their individual action plans
- ❖ When necessary are provided with appropriate external support through implementation of the Code of Practice

The Responsibilities of Governors

The Addressing Bullying in Schools Act (Northern Ireland) 2016 places a duty on Governors to:

- ❖ secure measures to prevent bullying
- ❖ ensure that policies designed to prevent bullying involving a registered pupil at the school are pursued at the school;
- ❖ ensure that a record is kept of all incidents of bullying or alleged bullying involving a registered pupil at the school
- ❖ Monitor outcomes and keep the Anti-bullying policy under review

The Responsibilities of Staff

Our staff will:

- ✓ Foster in our pupils self-esteem, self-respect and respect for others through assemblies, Circle Time, PDMU, Art and Drama and playground activities
- ✓ Promote awareness that it is OK to be different
- ✓ Demonstrate by example the high standards of personal and social behaviour we expect of our pupils
- ✓ 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 child who is displaying bullying behaviour', and the importance of telling a teacher about bullying when it happens
- ✓ Be alert to signs of distress and other possible indications of bullying
- ✓ Listen to children who have been bullied, take what they say seriously and act to support and protect them
- ✓ Report suspected cases of bullying to the principal
- ✓ Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken
- ✓ Be aware of times when bullying could occur and take measures to avoid their occurrence
- ✓ Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures

The Responsibilities of Pupils

We expect our pupils to:

- ✓ Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity
- ✓ Refrain from retaliating physically even when provoked
- ✓ 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
- ✓ Be sensitive to the needs and problems of others and to be aware of the Friendship Bench and the role of prefects who would act as Friendship Buddies.

We are teaching our pupils strategies to prevent bullying and to deal with it effectively if it occurs. We expect our pupils:

- ✓ Not to 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/Carers

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

- ✓ Advising their children to report any bullying to either the class teacher, the principal or any member of staff they want to confide in, 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 form of bullying
- ✓ Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken
- ✓ Keeping a written record of any reported instances of bullying
- ✓ Informing the school of 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, both for the children who are bullied and for the child who is displaying bullying behaviour

LINKS TO OTHER POLICIES

Our duty to safeguard and promote the welfare of all pupils is also addressed through our other school policies, such as:

- ✓ Positive Behaviour Policy
- ✓ Child Protection/Safeguarding policy
- ✓ Pastoral Care Policy
- ✓ E Safety Policy (safe use of the internet)
- ✓ Use of Reasonable Force/ Safe Handling Policy

Procedures for Parents/Carers

If a child tells a parent that bullying has occurred, the parent should:

- Try to ascertain whether the bullying is occurring on school premises
- Phone or write to the class teacher
- Depending on the nature of the incident the principal may be contacted rather than the class teacher
- A response to the parent's complaint will be made as soon as possible after the incident is investigated

School Procedures

The needs of the child who has been bullied are paramount and all concerns will be received sympathetically. When an incident is reported, staff will make sure that the child feels safe and unthreatened. We will gather information, using the Bullying Concern Assessment Form (see page 6)

The school will endeavour to change the behaviour of the child/children responsible, by raising awareness of bullying and promoting an anti-bullying ethos throughout the school. However any reoccurrence of bullying will be dealt with in line with the sanctions in our Discipline policy.

Recording and reporting

The **Addressing Bullying in Schools Act (Northern Ireland) 2016** places a duty on **Governors to ensure that a record must state:**

- (a) what, from all of the circumstances, appears to be the motivation of the incident;
- (b) the methods of bullying, as defined by section 1; and
- (c) information about how the incident was addressed.

Bullying Concern Assessment Form			
PART 1 - Assessment of Concern			Date _____
<i>Our School's Definition of Bullying is:</i>			
	Name(s)	Gender	DOB/Year Group (if Pupil)
Person(s) reporting concern		M / F	
Name of targeted pupil(s)			
Name of Pupil(s) involved			
Does the behaviour involve? <input type="checkbox"/> Individual to Individual 1:1 <input type="checkbox"/> Individual to Group <input type="checkbox"/> Group to Individual <input type="checkbox"/> Group to group			
Type of incident and Theme (if applicable):			
<input type="checkbox"/> Physical bullying (Includes jostling, physical intimidation, interfering with personal property, punching/kicking, any other physical contact which may include use of weapons) <hr/> <input type="checkbox"/> Verbal bullying (Includes name calling, insults, jokes, threats, spreading rumours) <hr/> <input type="checkbox"/> Indirect bullying (Includes isolation, refusal to work with/talk to/play with/help others) <hr/> <input type="checkbox"/> Disability (related to perceived or actual disability) <input type="checkbox"/> Cyber (through technology such as mobile phones and internet) <input type="checkbox"/> Homophobic (related to perceived or actual sexual orientation) <input type="checkbox"/> Racist (related to skin colour, culture and religion) <input type="checkbox"/> Sectarian (related to religious belief and/or political opinion) <input type="checkbox"/> Other _____			
Is there persistence/recurrence of this behaviour?		Yes / No	
Is it targeted behaviour?		Yes / No	
Is there a power imbalance?		Yes / No	
Is it intentionally hurtful behaviour?		Yes / No	
Does this incident meet your school's agreed definition of bullying? Yes / No			
Check records for previously recorded incidents			

The first stage in the recording process is to determine on the basis of evidence whether bullying behaviour has occurred. If all the elements listed in the school's definition are met then bullying behaviour is judged to have taken place.

If, on the basis of evidence, these elements are not present then the behaviour is judged to be unacceptable, hurtful anti-social behaviour and will be dealt with through the Positive Behaviour Policy

All reported concerns will be fully investigated and appropriate action taken – see flowcharts overleaf

Report made by a pupil

Pupil reports incident to teacher, classroom assistant or playground supervisor



Classroom assistant or supervisor reports to class teacher



Teacher completes report form after investigating the incident and informs principal if he/she decides further action must be taken



Principal interviews all parties concerned



Bullying incident form completed.
On the basis of the evidence gathered a decision is taken regarding whether the bullying behaviour has or has not met our definition of behaviour.



Parents informed by phone call or letter



After investigation, appropriate sanctions will be applied and appropriate support provided



Anti-social behaviour
Positive Behaviour
Policy



Bullying behaviour
Anti-Bullying Policy

Report made by a parent/carer

Teacher completes report form after investigating the incident and informs principal if he/she decides further action must be taken



Principal interviews all parties concerned



Bullying incident form completed.
On the basis of the evidence gathered a decision is taken regarding whether the bullying behaviour met our definition of behaviour.



Parents informed by phone call or letter



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Anti-social behaviour
Positive Behaviour
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Bullying behaviour
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Tracking and Monitoring

Support interventions will be recorded, tracked and outcomes monitored to assess their effectiveness either in strengthening the resilience of the target or in reducing the bullying behaviours.

Pupils and staff will participate in this going assessment of the efficacy of the interventions put in place.

School Bus

Any incidents concerning bullying on the school bus will be dealt with by applying the above procedures and any reoccurrence will be reported to EA – NE region Transport Department and to the Families' Officer, if the child lives on camp. This will result in a period of exclusion from travelling on the bus.

Monitoring and Evaluating the Policy

Consultation and Participation

- All members of the school community will have an opportunity to complete an annual Anti-bullying audit. Responses will be analysed and feedback given to all participants. The results generated will be used to guide and inform an ongoing review of this policy
- Pupils will be involved in prevention of bullying and in policy reviews through involvement in:
 - School Council activities
 - completing class anti-bullying charters
 - Assessment procedures

The Designated Teacher (Mrs. Paul – Acting Principal) and the Deputy Designated Teacher (Mrs Hunter) will monitor this policy's implementation. A report will be provided annually to the Governors within the overall report on pastoral care provision. The policy will be formally evaluated and reviewed every two years.

Policy Date.....

Signature of Principal.....

Signature of Chairperson of Board of Governors.....

Review Date.....

APPENDIX

Straidhavern Primary School's Anti Bullying Policy is derived from the following legislation:

- The Health & Safety at Work (NI) Order 1978
- The Welfare and Protection of Pupils' Education and Libraries 2003 (NI) Order –
Articles 17 (Duty to safeguard and promote the welfare of pupils)
18 (Child protection measures)
19 (School discipline measures to prevent bullying)
- Addressing Bullying in Schools Act (Northern Ireland) 2016

and from the following DE publications which inform and guide both policy and practice within the school.

- Pastoral Care in Schools: "Promoting Positive Behaviour" DENI 2001
- Pastoral Care in Schools: "Child Protection" DENI 1999
- Regional Policy and Procedures – Area Child Protection Committees 2005 – section 9.48
- Every School a Good School A Policy for School Improvement DENI, 2009,

Northern Ireland Anti-Bullying Forum (NIABF) Resources

- Effective Responses to Bullying Behaviour, NIABF, 2013
- Anti- Bullying Week materials