



# Creavery Primary School



# Anti-Bullying Policy

## **B. ANTI-BULLYING POLICY**

### **DEFINITION**

Bullying is the repeated oppression, psychological or physical of a less-powerful child by a more-powerful child or group of children or adult(s).

### **RATIONALE**

To create a school ethos where children feel safe, secure and valued, and where there is neither need nor opportunity to engage in behaviour which could be described as bullying.

### **AIMS**

- ✓ To provide a stable, happy atmosphere in which every child learns to respect himself and others, feels safe and valued, and is able to develop to his full potential.
- ✓ To encourage the development of intellectual, moral, cultural, social and spiritual values which will enable the pupils to become responsible members of their community.
- ✓ To develop self-confidence and independence which will enable the children to take responsibility for themselves, for self-discipline and for organising their own learning, in preparation for post-primary education and adult life.
- ✓ To provide a broad and balanced curriculum which meets the needs of individual children, and provides opportunities for each child to succeed, incorporating all the subjects laid down by the 1989 N.I. Reform Order
- ✓ To encourage parents to feel that they play a vital role in the life of the school.
- ✓ To inform Governors regarding Curriculum Development, Staffing arrangements and any other matters relating to the effective management of the school.
- ✓ Where possible to use Teaching Methods which actively promote co-operative behaviour, encourage all children to participate, and demonstrate that the teacher feels all children are of equal worth. This will then be reflected in how the pupils treat each other.

## PROCEDURES/PREVENTATIVE MEASURES

- ✓ Pupils will not retaliate but report any incident or problem immediately to the supervising member of staff. Depending on the nature of the incident reference will be made as soon as possible to the Principal.
- ✓ Through Class/School Assemblies, other related lessons and Class/School Council, pupils will develop an understanding of Bullying, how to prevent it, and the penalties for taking part in it.
- ✓ Teaching in the school will be aimed at matching the needs, interests and abilities of all pupils.
- ✓ Supervising Staff will be vigilant in all areas of the school, especially known trouble spots, they will find time to listen to children's concerns, and will follow up all incidents which may involve Bullying. Where necessary, certain areas of the school will be made "out of bounds."
- ✓ Games on the playground will be introduced and special Playtime Equipment provided.
- ✓ Seating Areas will be provided in different parts of the school grounds.
- ✓ Supervisory Assistants will be given a high status in the school system, will be addressed formally, will receive appropriate training, and incidents reported by them will be followed up.
- ✓ Where it is not regarded as necessary to refer an incident to the Principal, the following sanctions will be used by the Supervisory Assistants.
  - An explanation of the behaviour to the Supervisor followed by an apology from the child.
  - A short time out from their friends lasting from 2-5 minutes.
- ✓ Parents will be reminded regularly of the school rules, and will be encouraged to contact the School if they are concerned about their child.

## PROCEDURES/REACTIVE MEASURES

### *THE VICTIM*

- ✓ Through listening and establishing a genuine two-way communication, every effort will be made to:
  - understand the behaviour, thinking and feelings of the Victim.
  - get a true picture of the incident, what led to it, and what occurred.
- ✓ The listener will empathise with the Victim.
- ✓ Two or three of the Victim's class group or friends will be enlisted to support the Victim and to provide feedback on the situation.
- ✓ The Victim will be helped to make assertive statements calmly and clearly, and to say no to the Bully.
- ✓ If the victim is being subjected to name-calling, the technique of "fogging" will be suggested. The pupil responds to each taunt with the same neutral statement such as "You might think so" in a calm and nonchalant manner.
- ✓ The Victim will learn how to look at his tormentor in the eye and walk away confidently and unhesitatingly.
- ✓ Circle time activities (Monday class Assembly) will boost the child's self-esteem through the giving and receiving of positive statements such as "I like myself because....."

### *THE BULLY*

- ✓ Through listening and establishing a genuine two-way communication, every effort will be made to:
  - understand the behaviour, thinking and feelings of the Bully
  - get a true picture of the incident, what led to it, and what occurred.
- ✓ Evidence is obtained from observers.
- ✓ In a one-to-one situation the teacher explains to the Bully the values of the school, and the importance of showing respect and tolerance to others.
- ✓ If it is a first time incident the Bully will be expected to apologise to the Victim in the presence of the teacher.
- ✓ If it is a repeat of a previous occurrence, contact will be made with the Bully's parents to ensure that they are aware of the school's policy, and that they will consequently try to impress the values of the school on their child.
- ✓ Penalties can range from school chores, withdrawal of privileges, time out, detention, suspension, exclusion or expulsion to formal charges with the Police.
- ✓ An attempt will be made to help the Bully empathise with his Victim and understand how the Victim feels. Circle Time can be used to increase the Bully's awareness of other people's feelings.
- ✓ An attempt to teach the Bully new social skills will include:
  - discussing with the Bully about his interests and how he views himself
  - discussing with the Bully his behaviour and feelings before, during and after the bullying situation
  - discussing a range of alternative behaviours.

## Procedures/Preventative Measures

- ✓ Pupils will not retaliate but report any incident or problem immediately to the supervising member of staff. Depending on the nature of the incident reference will be made as soon as possible to the Principal.
- ✓ Through Assemblies, other related lessons and Class/School Council, pupils will develop and understanding of Bullying, how to prevent it, and the penalties for taking part in it.
- ✓ Teaching in the school will be aimed at matching the needs, interests and abilities of all pupils.
- ✓ Supervising Staff will be vigilant in all areas of the school, especially known trouble spots, they will find time to listen to children's concerns, and will follow up all incidents which may involve Bullying. Where necessary, certain areas of the school will be made 'out of bounds'.
- ✓ Games on the playground will be introduced and special Playtime Equipment provided.
- ✓ Seating Areas will be provided in different parts of the school grounds.
- ✓ Supervisory Assistants will be given a high status in the school system, will be addressed formally, will receive appropriate training, and incidents reported by them will be followed up.
- ✓ Parents will be reminded regularly of the school rules, and will be encouraged to contact the School if they are concerned about their child.
- ✓ Where it is not regarded as necessary to refer to the incident to the Principal, the following sanctions will be used by Supervisory Assistants.
  - An explanation of the behaviour to the Supervisor followed by an apology from the child.
  - A short time out from their friends lasting from 2-5 minutes.
- ✓ Parents will be reminded regularly of the school rules, and will be encouraged to contact the School if they are concerned about their child.

## **PSE/Pastoral Programme**

Personal safety programmes are an integral part of the PSHE/RSE curriculum and help pupils to develop a range of skills including assertiveness and communication, enabling them to identify dangerous situations and prepare them to deal with these issues.

All subject areas will provide opportunities for exploring matters related to Bullying e.g. Art, Drama, Literacy, RE. The pastoral programme is cross-curricular and will be taught wherever relevant opportunities exist.

## **Supervision**

Teachers will promote an anti-bullying culture in their teaching roles and be involved in a supervisory role before school, during class time, at break time and after school at specific times according to activities.

Lunchtime supervision is provided by ancillary staff between 12.15pm and 1.00pm in the playground, in the dining room and in classrooms if the weather is wet.

## **Staff Training**

Opportunities will be provided to raise awareness of the nature and extent of Bullying in school during staff meetings and inset sessions where available. The policy will be reviewed periodically and all members of the school community will be made aware of its content.

## **Curriculum Links**

This policy along with those for Pastoral Care, Child Protection, Positive Behaviour, Health Education, Special Education Needs, Relationships and Sexuality Education share the goal of creating an environment in which pupils and teachers feel secure and confident in the knowledge that their concerns will be listened to and dealt with in a sympathetic, respectful and appropriate manner.

## **Monitoring and Evaluation**

The whole school anti-bullying policy will be subject to review in the light of the types of bullying behaviour reported. Careful records will be kept to assess the frequency, location and implications of such incidents.

Pupils, parents and staff may be approached by way of random surveys. The planned programme and activities will be evaluated as to its effectiveness when it is in operation.

## **Teaching Children Methods of 'Self Defence'**

Children need to be taught ways in which they can make a stand against bullies and their intimidating behaviour.

- Tell a friend what is happening. It is much harder for the bully to pick on you if you have the support of a friend.
- Try to ignore the bullying or say 'NO' and walk away. It is difficult for a bully to abuse someone who won't stand still to listen.
- Try not to show that you are angry or upset. Bullies love to provoke a reaction just for fun. If you can keep calm and hide your emotions, they may get bored and leave you alone.
- Don't fight back. If you fight back you could make the situation worse, get hurt or get into trouble yourself.

### **Knowing Who to Tell**

It is important to encourage anyone who is being bullied, or has witnessed bullying to tell someone about it. Class teachers can be approached to deal with initial reports. Referrals can be made if incidents become more serious or of continuous nature.

Telling about bullying isn't 'telling tales' or 'grassing'. A child has the right to be safe from attacks and harassment and should not remain silent when being tormented and hurt.

## Summary of Procedures for Reporting Bullying

**INCIDENT REPORTED**  
(By pupil/teacher/ancillary staff/parent)



**DETAILS RECORDED**  
(Date/time/place/who/what)



**PARENTS INFORMED**  
(Bully/victim or both)



**ACTION TAKEN**  
(By Class Teacher/Principal)



**SUPPORT OFFERED**  
(By Class Teacher/Principal)



**SITUATION MONITORED**  
(By Class Teacher/Principal)

- Details recorded by class teacher
- Principal informed and/or Designated Teacher

- Teacher records details and passes to Principal if necessary
- Principal interviews victim(s) and alleged bully or bullies and records details

- Principal takes decision depending on seriousness
- Either a phone call is made or a meeting arranged

- Teacher/Principal deals with victim/bully/class
- Appropriate sanction(s)
- External agencies involved if incident is very serious

- Support given to the victim to deal with any fears or concerns
- Support offered to bully to change inappropriate behaviour
- Support offered to parents

- If any recurrence of bullying incidents, immediate action taken
- Monitoring of situation
- Procedures evaluated and kept under continuous review