

ST BRIGID'S PRIMARY SCHOOL



ANTI – BULLYING POLICY



Article 19: You have the right to be protected from being hurt and mistreated in mind or body.



POLICY STATEMENT

St. Brigid's Primary School is a Rights Respecting School and we adhere to the principles of the UNCRC. In St Brigid's we aim to provide a safe, caring and happy environment where all our school community have mutual respect and work together to achieve full potential. We encourage development of self-confidence and self-esteem by promoting an ethos of good communication among staff, pupils and parents.

DEFINITION OF BULLYING

Bullying is an act of aggression causing embarrassment, pain or discomfort to someone. It can take a number of forms - any physical, verbal, non-verbal, extortion, exclusion or emotional act which is repeatedly and deliberately carried out in order to cause annoyance, upset or hurt in any way to another individual whether child or adult. It can be planned or organised, or it may be unintentional. It may be perpetrated by individuals or by groups of pupils.



SIGNS OF BULLYING

kicking

stealing

pulling faces

throwing stones

writing nasty notes

elbowing

staring

Physical

Emotional

shoving

black eye

sticking tongue out

bending fingers

talking behind back

pulling hair

deliberate spiteful actions

leaving out

annoying

spreading rumours

laughing

being selfish

interrupting

signs with fingers

calling names

Non-verbal

Verbal

ignoring and excluding

sectarian remarks

writing nasty letters

racial remarks

dirty looks

making fun of someone's family

See also Appendix 1.



St Brigid's PS View:

In St Brigid's PS we are completely opposed to bullying and will not tolerate it. It is entirely contrary to the values and principles we live and work 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.



PREVENTION STRATEGIES

WHOLE SCHOOL

- Promotion of the aims expressed in the school policy.
- Development of a 'telling' ethos in the school encouraged through the school curriculum - particularly in subjects such as Religious Education, Health Education, Literacy, PDMU, Circle Time
- Training provided for all staff.
- Complaints procedures set up.

Complaint reported to - Supervisory Staff

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Class Teacher

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Designated Teacher

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Head Teacher

- Incident Procedures set up.
 - a) Supervising adult:-
 - Discuss with victim.
 - Identify participants and discuss incident to establish if there is necessity for further action.
 - b) If further action is required report to designated teacher.
- Discussion with victim.
 - This will require patience and understanding.

Remember - listen, believe, act.

- Identify the bully/bullies.
Obtain witnesses if possible.
Advise the principal.
- Discuss with the bully.
Present them with the details and ask them to tell the truth about the situation/incident.
Make it clear that bullying is not acceptable at your school.
- If they own up decide on response to incident in consultation with the principal.
- If they do not own up, investigate further.
If it is clear that they are lying, continue with the procedure.
Children usually own up if presented with all the facts.
- Notify parents of children involved.
- Separate discussions with parents of bully and victim.
- Responses for the bully may include:-
withdrawal from favoured activities; loss of play times; exclusion from school during lunch times; suspension from school, depending on the perceived severity of the incident(s); shared concern; no blame; mediation; referral to outside agencies.
- Continue to monitor the situation by observation of play times; lunch times and having discussions with the victim to ensure no repetition.
- Reduction of bullying behaviour:-

favoured activities can be reinstated and the pupil praised for good behaviour. Ensure improvement related to bullying and not superficial; Rebuild self-esteem.

- Support for victim:-
provision within school; assertiveness skills; mediation; no blame approach; apology from bully; peer support; action plan to protect victim.
- Supporting colleagues.
- Promoting good communication between staff/staff and staff/pupils.
- Clear lines of communication with play time supervisors in reporting incidents.
- Positive school and class rules.
- All staff alert for early signs of distress in pupils.
- Staff and pupils aware that class teacher, principal and designated Pastoral Care teacher - Mrs C. Donaghy and deputy Pastoral Care teacher Mrs P Mc Crum are available to deal with situations.
- Frequent informal staff meetings where issues are discussed and followed up.
- A formal parents' evening where issues may be discussed, plus informal meetings with parents when deemed necessary.



CLASS

- Teachers deal personally with problems of bullying and discipline in their own classroom. If the problem is more serious the appropriate personnel are consulted.
- All class teachers will:-
 - listen, act and believe
 - teach victim strategies
 - teach bully awareness
 - help their pupils develop self-respect
 - develop pupils' awareness of whole school rules and involve pupils in deciding the rules and responsibilities of their class.
 - through class discussion and group work teach conflict skills - negotiation, arbitration and intervention.
 - Use teaching methods which actively promote co-operative behaviour and demonstrate that the teacher feels all people are of equal worth.

INDIVIDUAL - TEACHING STAFF

- A record is kept of class misdemeanours.
- Designated teachers contact and work with relevant outside agencies when necessary.
- Where possible, confidentiality will be respected.

- Teachers will work as a team and use the hierarchical system to ensure a consistent approach to acceptable behaviour.

INDIVIDUAL - NON - TEACHING STAFF

The non - teaching staff comprise

Secretary
Caretaker
Supervisors
Classroom Assistants
Canteen Staff

- Agreement on which incidents should be reported to class teacher and which to principal / Pastoral Care teacher and how the reporting should be carried out.

ROLES AND RESPONSIBILITIES OF PARENTS

Parents should ensure that:-

Children are in school by 9.10 am each morning.

Children wear proper school uniform.

Children's personal items are clearly identifiable.

Children come prepared with proper books and equipment.

Children have prepared homework as well as possible.

Children bring suitable clothing and footwear for P.E.

Children who walk or are collected by car are off the premises as soon as classes are dismissed at 3:00pm. If children stay in for After School Clubs they are dismissed at 4:00pm.



APPENDIX 1

WARNING SIGNS THAT A CHILD IS BEING BULLIED IN SCHOOL

Physical

Unexplained bruises. Scratches or cuts

Torn or damaged clothes or belongings

Psychosomatic

Non specific pains, headaches, abdominal pains

Behavioural

Fear of walking to or from school

Change of route to school

Asking to be driven to school

Deterioration in school work

Coming home hungry (because lunch money has been stolen)

'Loss' of possessions/pocket money

Asking for or stealing money (to pay bully)

Having few friends

Rarely invited to parties

Change in Behaviour

 Becoming withdrawn

 Stammering

 Unexpected mood change

 Irritability and temper outbursts

 Appearing upset, unhappy, tearful, distressed

 Stopping eating

 Attempting suicide

Appearing anxious, may wet the bed, bite nails, seem afraid, develop tic, cry out in sleep, sleep poorly

Refusing to say what is wrong.

Giving improbable excuses or explanations for any of the above.

St Brigid's P.S.



Record of Reported Bullying

Name of Pupil: _____

Class Teacher: _____

Incident Reported To: _____

Date of Incident(s): _____

Description of Incident(s): _____

Witness: _____

Action Taken: _____

Signed: _____

Date: _____



Everyone in St Brigid's is committed to working together to combat and, hopefully in time to eradicate bullying.

