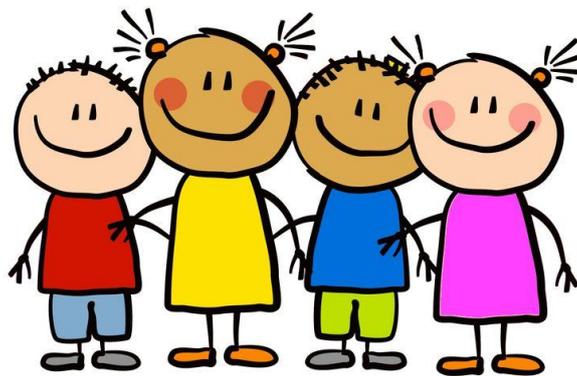




# Anti-Bullying Policy



*November 2017*

## **Vision Statement:**

In our school:

*'We work together, We play together, We pray together.'*

## **Mission Statement**

In St Patrick's we aim to provide an education rooted in the Catholic Faith that helps everyone reach their full potential. We endeavour to provide our pupils with the opportunity to obtain the skills necessary for their futures. We will provide them with a safe, caring and happy school in which they are all valued as individuals and where their academic, emotional, physical and spiritual needs are nurtured in a family atmosphere.

## **Aims:**

- A broad and balanced curriculum which will provide learning opportunities for each young person to develop as:
  1. an individual
  2. a contributor to society; and
  3. a contributor to the economy and the environment.
- An awareness of his/her own talents, skills and abilities
- A lively and enquiring mind, the ability to question and make informed decisions
- A love of learning, a knowledge of how to learn and the motivation to produce his/her best
- Effective communication between all members of the school community
- An awareness of the immediate environment and an attitude which leads to self-discipline, independence, courtesy, good manners and respect for everyone
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- A knowledge and understanding of the wider world in which we live, of the interdependence of individuals, groups and nations and a tolerance of other religions and ways of life.

The staff, pupils, parents and governors are fully committed to the aims of St Patrick's and have a strong sense of loyalty to the school. Parents and staff work well together in partnership in the children's education. Parents are welcome in school and are given clear information about their children's progress, the school's curriculum and the day-to-day organisation of the school. Parents' views are taken into account in the School Development Plan.

## **PRINCIPLES.**

- Pupils have a right to learn free from intimidation and fear.
- The needs of the victim are paramount.
- St Patrick's will not tolerate bullying behaviour.
- Bullied pupils will be listened to.
- Reported incidents will be taken seriously and thoroughly investigated.

## **DEFINITION OF BULLYING**

*In the 2016 Addressing Bullying In Schools (NI) Act "bullying" includes (but is not limited to) the repeated use of—*

*(a) any verbal, written or electronic communication,*

*(b) any other act, or*

*(c) any combination of those,*

*by a pupil or a group of pupils against another pupil or group of pupils, with the intention of causing physical or emotional harm to that pupil or group of pupils.*

The Northern Ireland 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 of and needs of another or others'*.

Bullying behaviour can take the following forms:

### **Physical:**

This includes physical violence such as hitting, poking, shoving, jabbing, touching, blocking, pinching and tripping. It may also involve interfering with another pupil's property by stealing, hiding or damaging it.

### **Verbal:**

Teasing or spreading rumours about another pupil and his or her family, name calling, belittling another pupil by making fun of their achievements, mocking and putting them down. These are all forms of verbal bullying.

### **Emotional:**

All bullying behaviour contains an element of emotional abuse. Writing offensive notes or graffiti about another child. Deliberately excluding a pupil. Ridiculing another's appearance, his/her way of speaking or personal mannerisms.

### **Cyber Bullying:**

Cyber Bullying is using any form of technology to abuse or threaten another person. Examples may include sending harassing, unkind messages/comments using social media, making malicious/abusive phone calls and writing threatening e-mails.

## **LINKS WITH OTHER SCHOOL POLICIES**

Pastoral Care; Safeguarding and Child Protection; Positive Behaviour/Discipline Policy; Acceptable Use of the Internet Policy.

## **PARTICIPATION & CONSULTATION PROCESS**

Bi-annual survey/questionnaires distributed to pupils, parents and whole school staff.  
Obtaining the views of elected student representatives on our school council  
Monitoring, evaluation and review with staff, children and parents.

## **RESPONSIBILITIES OF ALL STAKEHOLDERS**

### **The Responsibilities of Staff**

*Our staff will:*

- ✓ Foster in our pupils, self-esteem, self-respect and respect for others.
- ✓ 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 bully and the importance of telling a teacher or staff member 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 class teacher, Designated Teacher (D.T.) and Principal.
- ✓ Follow up any concern raised by a parent about bullying, and report back promptly and fully on the action which has been taken.
- ✓ 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.
- ✓ Intervene to protect the pupil who is being bullied, unless it is unsafe to do so.
- ✓ 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.

### **The 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.
- ✓ Advising their children to report any bullying to their teacher, Mrs Sealey (DT) or Mr McGrath (DDT) and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils. Any adult in school can be spoken to and they will pass on to DT & DDT.
- ✓ Advising their children not to retaliate violently to any forms of bullying.
- ✓ Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken.
- ✓ Keep 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 bullies themselves.

### **The Responsibilities of All**

*Everyone should:*

- ✓ Work together to combat and, hopefully in time, to eradicate bullying.

## **PREVENTION STRATEGIES AND EFFECTIVE INTERVENTIONS**

In St Patrick's, we promote, model, teach and reinforce prosocial\* skills and behaviour. We remind pupils of our expectations for behaviour which are reflected in our school rules and class rules, developed with the pupils. These are displayed throughout the school and form an integral part of school life. Our rules are positive values reinforcing positive behaviour (kindness, working hard, honesty, respect for self, others and the school environment.)

All of our children are fully aware of how valued they are and that every member of staff is here to help keep them safe and happy. All children know to look out for their peers and ensure everyone is safe and happy inside and outside the classroom. Staff respond to behavioural issues or concerns which arise, supporting pupils return to positive behaviours. Our pupils are aware of who they go to if anything is happening to them or others and this is discussed regularly in class and at assemblies. Posters explaining how and who they can speak to are on display in classrooms and communal areas within the school. Whole school assemblies reward good examples of children's behaviour on a weekly basis. Staff also praise children regularly for good behaviour and helping one another. Pupils are aware of sanctions in line with their own agreed classroom rules and with our school behaviour policy. Individual reward books celebrate positive behaviour and classroom reward system (Rainbow, Sun, Cloud, Rain Cloud) can be used to highlight positive and unwanted behaviours.

Awareness of the unacceptability of bullying behaviour is reinforced through our taught and hidden curriculum: In Religious Education, Language and Literacy, in Personal Development Mutual Understanding, during School Assemblies, Anti Bullying Week and Internet Safety Week.

Pupils are taught, encouraged and empowered to develop skills to respond assertively to unkind or bullying behaviour, using the following strategies and procedures

- ✓ Behave as confidently and assertively as you can. Face the pupil behaving unacceptably and clearly tell him/her to stop. Try to be calm and move away from any danger
- ✓ If a pupil teases you, try not to retaliate or become distressed- People behaving unkindly often like to get a reaction.
- ✓ It is very important to talk to someone you trust about what is happening e.g. a parent/guardian, a teacher, an assistant, a friend or a relative
- ✓ Always Tell Someone—Remember you have a right to feel safe and happy. If you need to, ask a friend to come with you to talk to the teacher about what has been happening
- ✓ If you can, write down what a pupil has said or done to you and how you feel about this
- ✓ Remember this is not your fault and this hurtful behaviour needs to be stopped.

\*voluntary behaviour intended to benefit another

## **PROCEDURES FOR DEALING WITH INCIDENTS OF BULLYING BEHAVIOUR**

*Steps taken to support and respond to the needs of both bullied and bullying pupils.*

- ✓ Records kept
- ✓ Action which may be taken
- ✓ Contacting parents/carers of all pupils concerned in the bullying incident.
- ✓ Investigation.
- ✓ Feedback to those concerned.
- ✓ Sanctions.
- ✓ Contacting relevant professionals eg. EWO, Behaviour Management Team, Education Psychology, Pupil Personal Development Team

## **CONTINUOUS PROFESSIONAL DEVELOPMENT OF STAFF**

When opportunities arise for further training, principal and governors will ensure a staff member attends and information is disseminated to all staff as required.

## **MONITORING AND REVIEW**

Policy will be reviewed no more than every four years, or if new legislation or guidance has been issued by the Department of Education.

## **SIGNATURE/DATE**

This Policy has been prepared in consultation with school staff, Governors and parents.

This policy was adopted a Board of Governors meeting held on

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Signed: \_\_\_\_\_ Principal

Signed: \_\_\_\_\_ Chairperson

Date: \_\_\_\_\_

**Review date: Summer term 2020/2021**