

WALKER MEMORIAL
PRIMARY SCHOOL

Anti-Bullying Policy

W: working together

A: to Achieve

L: happy Life, long learners
nurturing

K: Kindness

E: Excellence

+

R: Respect

"Children have the right to be protected from all forms of violence. They must be kept from harm and they must be given proper care by those looking after them."

Article 19 U.N. Convention on the Rights Of the Child 1992

Rationale

All members of the school community of Walker Memorial Primary School are completely opposed to bullying behaviour and will not tolerate it. Members of the school community have a right to work in a secure and caring environment. We also have a responsibility to contribute, in whatever way we can, to the protection and maintenance of such an environment.

Vision Statement

Walker Memorial Primary School aims to provide a high quality education in a happy and caring working environment. We aim to foster positive interpersonal relationships within the school and the wider school community, treating one another with kindness and respect.

Principles

Aims

This policy aims to create an ethos in which attending school is a positive experience for all members of the school community. Pupils are encouraged to report incidences of bullying behaviour. Reported incidents will be taken seriously and thoroughly investigated. We aim to support and protect victims of bullying behaviour. We aim to help counteract bullying behaviour and support those who bully to change their attitudes and to understand why it needs to change.

Objectives

- To maintain and develop effective listening systems for pupils and staff within the school
- To involve all staff in dealing with incidents of bullying behaviour effectively and promptly
- To equip all staff with the skills necessary to deal with bullying behaviour
- To involve the wider school community in dealing effectively with, and if necessary referring, bullying behaviour incidents
- To communicate with parents and the wider school community effectively on the subject of bullying behaviour
- To acknowledge the key role of the class teacher in dealing with incidents of bullying behaviour
- To ensure that all incidents of bullying behaviour are recorded and appropriate use is made of the information and where appropriate shared with relevant organisations

Bullying Behaviour

Following consultation with governors, teachers, pupils, parents and ancillary staff of Walker Memorial Primary School, the following definition of bullying behaviour has been formulated:

Bullying is a repeated act of hurtful behaviour and is intended to cause hurt, pain or discomfort. It can take a number of forms; emotional, verbal, physical, making gestures, extortion and exclusion. It is an abuse of power. It may be perpetrated by individuals or by groups of pupils.

Examples of bullying are listed below. These lists are by no means exhaustive.

PHYSICAL

Kicking
Punching
Biting
Pinching
Scratching
Stealing
Spitting

EMOTIONAL

Ignoring
Demanding
Cyber bullying -
(Misusing technology -
internet or mobiles)
Making faces
Talking behind backs
Threatening
Making signs

VERBAL

Teasing
Writing notes
Graffiti
Sarcasm
Spreading rumours
Telling lies
Racial or religious remarks
Using offensive names
Belittling another pupil's
abilities and achievements

Links to other School Policies

Our Anti-Bullying Policy is one of a number of policies compiled by Walker Memorial Primary School to ensure that each pupil is secure and happy at school and able to function at their optimum level, both physically and academically.

This policy is linked to:

- Pastoral Care Policy
- Child Protection Policy
- Positive Behaviour Policy
- Acceptable use of the Internet Policy
- Code of Conduct
- Special Needs Policy
- Reasonable Force policy

The Staff of Walker Memorial Primary School believe that the implementation of the policies above, and the changing attitudes that they engender, will help to develop a more child centred school, where the needs and concerns of the pupil are paramount.

Participation and Consultation Process

All pupils and staff members are aware of the importance of participation and the on-going consultation process in compiling, monitoring, evaluating and reviewing this Anti-Bullying Policy.

Methods include:

- Obtaining the views of elected pupil representatives through our school improvement council
- Suggestion Boxes/Worry Boxes in each classroom
- Information evening
- Whole staff meetings led by Principal
- Safe Guarding team will meet regularly. They will also review policy and feedback to staff at least once a year.

Responsibilities of all Stakeholders

The Responsibilities of Pupils

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying
- Report quickly to a member of staff any witnessed or suspected instances of bullying behaviour, 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 our school by:

- Advising their child to report any bullying behaviour to their class teacher or Ms Patterson
- Watching for signs of distress or unusual behaviour in their child, which might be evidence 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 behaviour
- Informing the school of any suspected bullying behaviour, even if their children are not involved
- Co-operating with the school, if their children are accused of bullying behaviour, try to ascertain the truth, and point out the implications of bullying behaviour, both for the children who are bullied and for the bullies themselves.

Parents are entitled to expect that:

- Their child will be educated in an atmosphere which is safe and caring and free from violence and intimidation.
- They will be informed promptly of any bullying behaviour regarding their child and that this matter will be dealt with confidentially.
- The school will take reasonable steps to prevent bullying behaviour occurring.
- Any bullying behaviour incident which is reported will be investigated promptly
- Any bullying behaviour incident that is found to have taken place will be dealt with in line with the guidelines laid down in the school's Positive Behaviour Policy

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 behaviour 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 about bullying behaviour when it happens
- Be alert to signs of distress and other possible indications of bullying behaviour
- Listen to children who have been the target of bullying behaviour, take what they say seriously and act to support and protect them

- Report suspected cases of bullying behaviour to the Designated Teacher, Mrs Beckett and in her absence the Deputy Designated Teacher, Mrs Flack.

The Responsibilities of Designated and Deputy Designated Teachers

- Follow up any complaint by a parent about bullying behaviour and report back promptly on the action which has been taken.
- Deal with observed instances of bullying behaviour promptly and effectively, in accordance with agreed procedures
- Keep the Principal informed
- Attend and participate in meetings with the Safeguarding Team
- Monitor and evaluate the Anti-Bullying Policy and procedures within Walker Memorial Primary School

The Responsibilities of All

Everyone should:

- Work together to combat bullying behaviour, and build a future where bullying behaviour is unacceptable in Walker Memorial Primary School

Preventative Strategies

We believe that the implementation of preventative measures will help to reduce incidence of bullying behaviour.

With this in mind, we will take the following steps:

Ethos and Pastoral Care

In Walker Memorial PS our ethos is we are:

W: working together

A: to Achieve

L: happy Life, long learners
(nurturing)

K: Kindness

E: Excellence

+

R: Respect

Curriculum

Through Personal Development and Mutual Understanding (PDMU) we will focus on encouraging each child to become personally, emotionally, socially and physically effective; to lead healthy, safe and fulfilled lives and to become confident, independent and responsible citizens, making informed and responsible choices and decisions throughout their lives. Specific attention is given to personal and emotional development, relationships with others, managing conflict and learning to live as a member of a community.

Supervision

The school will identify those situations and times of day during which bullying behaviour is more likely to occur and put appropriate procedures in place. Playgrounds are also supervised by staff.

We provide guidance for teachers, classroom assistants and lunchtime supervisors in the promotion of positive play and strategies for dealing with incidents of bullying behaviour.

Playground

Walker Memorial Primary School encourages all pupils to look out for, behave and respect each other

- to encourage children to take responsibility
- to actively care for and look out for other children
- to try to ensure that all children are free from loneliness or isolation at playtimes and lunchtimes

- to encourage children to form a variety of friendships with both older and younger pupils
- to encourage participation in a variety of traditional and modern playtime games and activities
- to encourage high levels of self esteem and confidence in all our pupils as valued members of our school family

Partnerships

We encourage close co-operation between school and home in the knowledge that the problem of bullying behaviour can only be prevented with 'everyone on board'.

The school will foster a close working relationship with outside agencies whose intervention can make a meaningful contribution to challenging bullying behaviour:

- Educational Psychology Service
- NSPCC
- BreakThru
- Behavioural Support Team (EA)
- Police Service for Northern Ireland
- Social Services
- Education Welfare Service

Procedures for Dealing with Bullying Behaviour

Each case of bullying behaviour will be dealt with individually. Follow-up action will be tailored to meet the needs of the individual pupils concerned.

The following steps will be followed:

1. The Reporting of an Incident

When a bullying behaviour incident is reported to a class teacher, he/she will record this in their Teacher's Diary. The class teacher will then forward this information to a member of the Safeguarding Team.

When a bullying behaviour incident is reported to a classroom assistant, lunch time supervisor, building supervisor, secretary, any other teacher or Principal, he/she will speak to the child's class teacher, who will record this in their Teacher's Diary. The class teacher will then forward this information to a member of the Safeguarding Team.

2. Investigation of an Incident

This will be carried out by a member of the Safeguarding Team in co-operation with the class teacher/s concerned.

The pupils involved will be interviewed and a record of their responses will be maintained using the school's Incident Report Form. (See Appendix B)

The parents of the pupils involved will be informed of the school's actions to this point and will be kept informed of any subsequent action that is taken.

3. Identification of Appropriate Level of Intervention

By working with the pupils concerned, a member of the Safeguarding Team will respond to a confirmed bullying behaviour situation. Each bullying behaviour incident will be individually assessed and an intervention chosen which best meets the individual pupil needs.

Level 1 Intervention - Low Level Bullying Behaviour
(One to one discussion and possibly peer support)

Level 2 Interventions - Intermediate Level Bullying Behaviour
(Small group interventions)

Level 3 Interventions - Complex Bullying Behaviour
(Multi-Agency discussion, involving EA Services and other external support agencies)

Level 4 Interventions - High Risk Bullying Behaviour
(External support and EA Child Protection Support Services)

The main aim of all intervention is to RESPOND to the bullying behaviour that is taking place, RESOLVE the concern and RESTORE the well-being of those involved.

A member of the Safeguarding Team will record this information on a Bullying Incident Report Form (Appendix B)

4. Agreeing a Plan for Resolution

By working with the pupils concerned, a member of the Safeguarding Team will devise a plan to ensure that the conflict is resolved. This plan will include targets for acceptable behaviour as set out in the school's Positive Behaviour Policy. The Consequences/Sanctions as listed in our Positive Behaviour Policy will be used appropriately. The Principal will have ultimate responsibility for any decision regarding these.

5. Reviewing the Situation

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

6. Involvement of other agencies in the provision of support.

When necessary the school will draw on support from a range of outside agencies. In most instances, the school will endeavour to deal with the situation using its own resources. However, if it becomes clear at Step 3 that outside help is needed, the school will not hesitate to avail of it.

Continuous Professional Development of Staff

All members of staff receive training and regular updates.

Monitoring and Review

This policy will be regularly monitored and reviewed by the Safeguarding Team. The self evaluation checklist will be used as a guide to evaluate our policy and procedures.

Signs of Bullying Behaviour

The signs below **may indicate** that a child is a victim of bullying behaviour at school. It is important to look for changes in behaviour patterns rather than jump to conclusions.

Behavioural

- Unwilling to come to school;
- Frightened of walking to or from school/changes routes
- Comes to school late
- Avoids friends and others
- Performs poorly in class
- Poor concentration
- Misplaces books or equipment
- Continually loses money
- Refuses to tell anyone what is wrong
- Becomes emotionally volatile

Physical

- Has mystery illness
- Frequently feels sick in class
- Has possessions which go missing
- Has damaged clothes or belongings
- Socially isolated
- Has physical injuries which they are reluctant to explain

Emotional

- Becomes withdrawn
- Irritable and aggressive
- Loses confidence
- Bursts into tears in class
- Becomes depressed
- Has low self-esteem



Alleged Bullying Incident Report Form

	Name	Gender	Ethnicity	Class
Complainant(s)		M/F		
Alleged child(s) who has been bullied (if different from above)		M/F		
Alleged child(s) who has displayed bullying behaviour		M/F		

Date of Incident:
Location of Incident:
<input type="checkbox"/> Classroom <input type="checkbox"/> Corridor <input type="checkbox"/> Playground <input type="checkbox"/> Other (please state) _____
Type of Incident: <input type="checkbox"/> <u>Physical bullying</u> (included jostling, physical intimidation, interfering with personal property, punching/kicking, any other physical contact which may include use of weapons) <input type="checkbox"/> <u>Verbal bullying</u> (includes name calling, insults, jokes, threats, spreading rumours) <input type="checkbox"/> <u>Indirect bullying</u> (includes isolation, refusal to work with/talk to/play with/help others)
Theme (if applicable) <input type="checkbox"/> Cyber (through technology such as mobile phones and internet) <input type="checkbox"/> Disability (related to perceived or actual disability) <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)
Details of Incident:

Type of action/support for child(s) who has been bullied (please tick all that apply)

- Discussion of the incident with peers/class
- Defined ongoing support/monitoring from staff
- Parents involvement
- Counselling
- Referral to other agencies (please specify)
- Other (please specify) _____

Type of action/support for child(s) who has been displaying bullying behaviour (please tick all that apply)

- Discussion of the incident with peers/class
- Defined ongoing support/monitoring from staff
- Parents involvement (please specify) _____
- Counselling
- Referral to other agencies (please specify) _____
- Fixed exclusion
- Permanent exclusion
- Sanction from Positive Behaviour Policy _____
- Other (please specify) _____

Outcome (level of satisfaction)

Good = 1	Satisfactory = 2	Poor = 3	Unresolved = 4
Child who has been bullied			
Parents of above child			
Child who has displayed bullying behaviour			
Parents of above child			

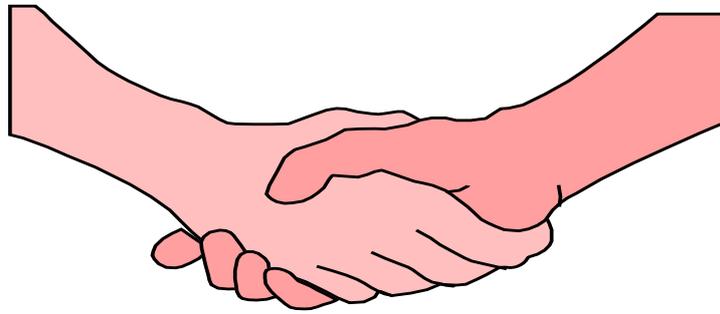
This record is now:

- Filed
- Passed to Class Teacher
- Passed to Designated Teacher
- Passed to Principal
- Passed to External Agency (please state) _____

Name of the teacher completing this form: _____
Date: _____
Signed: _____



ANTI-BULLYING AGREEMENT BETWEEN PUPILS



Name: _____

Name: _____

- Have fallen out with each other in the past
- We know that this has made us both unhappy at school
- We agree to try to get on with each other in the future
- If we do fall out again we agree to try to solve our problems without arguing and fighting

We both willingly sign this agreement and state that no pressure has been put on us to do so

Signed: _____ (Child)

Signed: _____ (Child)

Signed: _____ (Witness)

Date: _____



Anti-Bullying Pledge

I promise to play my part in trying to make Walker Memorial Primary School a place where everyone can feel safe from bullying. I agree that bullying is very wrong and everyone has the right to feel safe and valued.

I promise to do the following:

- Treat all children, staff and property in the school with respect
- Only call children by their proper Christian name
- Never ever be violent in word or actions to another child in the school
- Never tell lies about another child or tell others not to play with him/her
- Never say anything unkind about another child or a child's family
- Never hit back but tell a teacher or another adult if someone is bullying me
- Make new pupils to the school feel welcome and be helpful to them
- Never make threats to another child or a member of staff

Signed: _____ (Pupil)

Signed: _____ (Parent)