

St. Patrick's Primary School



Anti - Bullying Policy

(Based on consultation with all staff, parents and pupils.)

Ratified by the Board of Governors on 21st November 2019

Reviewed Annually

'A teacher in New York was teaching her class about bullying and gave them the following exercise to perform. She had the children take a piece of paper and told them to crumple it up, stamp on it and really mess it up but do not rip it. Then she had them unfold the paper, smooth it out and look at how scarred and dirty it was. She then told them to tell it they're sorry. Now even though they said they were sorry and tried to fix the paper, she pointed out all the scars they left behind. And that those scars will never go away no matter how hard they tried to fix it. That is what happens when a child bully's another child, they may say they're sorry but the scars are there forever. The looks on the faces of the children in the classroom told her the message hit home. Pass it on or better yet, if you're a parent or a teacher, do it with your child/children'.

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Rationale

We the staff of Saint Patrick's Primary School accept that we have a significant role to play in the emotional and personal development of our pupils.

We believe that education should promote understanding, tolerance and friendship.

We aim within our school to:

- ✚ Recognise bullying behaviour.
- ✚ Develop an anti-bullying culture consistent with its positive ethos, Pastoral Care Policy, Special Needs Policy, Child Protection Policy, Health Education Policy and whole-school policy on Promoting Positive Behaviour.
- ✚ Develop practices, which prevent or provide appropriate intervention in dealing with bullying.
- ✚ Bullying of any kind, among staff, staff and pupils or pupils themselves will not be tolerated in our school.

Definition of Bullying

Bullying is the repeated use of power by one or more people intentionally to harm, hurt or adversely affect the rights and needs of another or others.

Principles and Purpose

Through our Anti Bullying Policy we aim to promote and sustain an anti-bullying culture in order to protect the children in our school from harm and to safeguard their happiness and welfare so that they can learn in a relaxed and a safe environment.

The principles and purposes of our policy are pastorally infused into the curriculum.

Teachers will foster self-esteem, self-confidence, self-respect and worth among pupils and also promote respect for others, respect for differences and respect for the property of others throughout the day to day running of the school.

We recognise bullying as repeated use of the following-

Physical- pushing, hitting, kicking, nipping, spitting-any use of violence.

Verbal – name calling, sarcasm, persistent directed spreading damaging rumours, teasing, threatening a pupil, taunting a pupil about their physical appearance, way of talking or family, sending unpleasant notes.

Emotional – ignoring, exclusion, rejection, leaving out, not speaking to.

Racist/Sectarian name calling, gestures, taunt.

Sexist – unwanted physical contact, abusive comments, homophobic comments.

Extortion of money, food or property.

Deliberately destroying another pupils property or food.

Locking a pupil in a room or cupboard.

The school intends to protect all children including those most at risk such as travellers, the disabled, ethnic minorities, children with Special Educational Needs.

Links With Other Policies

This Anti-Bullying Policy is linked to the following policies:

- ✚ Pastoral Care;
- ✚ Health And Safety;
- ✚ PD&MU;
- ✚ Promoting Positive Behaviour;

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- ✚ Special Educational Needs;
- ✚ Acceptable Use of the Internet.

Participation And Consultation Process

The views of all stakeholders are gathered to create the policy and to monitor and evaluate the effectiveness. The following methods are used:

- Parental, and staff questionnaires.
- ✚ Discussion and policy review at BoG meetings.
- ✚ Obtaining pupils' views through Circle-time activities, class discussions, assemblies, etc.
- ✚ Awareness raising information evenings for parents. E.g Internet Safety.
- ✚ Meetings with parents.
- ✚ Staff meetings.

Prevention

If bullying does occur all pupils should be able to tell and know that incidents will be dealt with promptly and efficiently. We are a telling school and all staff will explain to children regularly that if they know of any bullying occurring or are themselves being bullied or are unhappy about anything they should talk to any member of staff they choose. Teachers will take opportunities as they arise in the curriculum to promote the principles and purpose of our policy.

We aim to prevent bullying through;

- The implementation of our Special Needs Policy, our Positive Behaviour Policy, PD&MU Policy, Child Protection Policy, Pastoral Care Policy and classroom management strategies.
- The use of rewards and sanctions.
- Consultation and involvement of pupils in our policy development.
- Promoting and supporting inclusion.
- Demonstrating an ethos of respecting young peoples' views.
- Focussing on a child's personal, social and emotional development from Year One on.
- Promoting an ethos that acknowledges that children should have the right and opportunity to express their views and opinions.
- Encourage children to be independent and take responsibility
- Teach strategies for conflict resolution and dealing with inappropriate behaviour.
- Develop skills that young people need to recognise and understand their emotions, build and sustain relationships, communicate their understanding, listen, take turns.

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- Helping children to understand that their actions affect others.
- Encouraging children to participate as fully as possible using various forms of expression in line with their emotional and intellectual development.

We aim to develop these preventative strategies through;

Pupil audits

Positive behaviour assemblies

'Shared Education-PATHS programme

The RE curriculum

Health Education curriculum (PD&MU)

Developing co-operative play

Using co-operative learning groups

Creative writing

Care of the environment

The music curriculum

Circle time

Shared Reading

Discussion of novels

Drama, role play

Assemblies- Save the Children programme

Art

Playground Pals

A Study Buddy system

Holding team building/anti-bullying days

Intervention

Where signs of bullying have occurred or been reported, the school will employ the following Procedures..

The Bullying incident assessment Procedure.. will begin by Class Teacher and Principal completing the first section of the Proforma below... The Principal will also keep notes in Bullying Incident notebook in office..

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BULLYING CONCERN ASSESSMENT

Addressing Bullying in Schools Act (NI) 2016 clarifies bullying as follows;

Bullying includes (but is not limited to) the repeated use of;

- a) Any verbal, written or electronic communication
- b) Any other act or any combination of these by a pupil or a group of pupils against another pupil or group of pupils, with the intention of causing physical emotional harm to that pupil or group of pupils.

Refer to Policy regarding 'one off incidents'

Date _____

Person(s) reporting concern –

Pupil(s) experiencing alleged bullying behaviour -

Class -

Pupil (s) demonstrating alleged bullying behaviour -

Class -

Details of the incident, including where it occurred –

Motivating factors Age Race Disability Sexual orientation Not known

Methods Verbal Written Electronic Physical Omission

Information gathering – see attached.

Outcome- – 1. Alleged behaviour does **not** meet the criteria of bullying behaviour- Proceed to Positive Behaviour Policy

2. Alleged behaviour **does** meet the legal definition of bullying behaviour.- Continue with the Anti Bullying Policy.

If 2- **Support/Interventions** – (Refer to "Effective Response to Bullying Behaviour" file in staff room.)

- for pupil experiencing bullying behaviour-

for pupil displaying bullying behaviour-

-Review Date-

Signed-Teacher-

Principal-

Person who reported-

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BULLYING CONCERN – INFORMATION GATHERING

(from Pupils involved – Staff – Parents – Bystanders – Other pupils etc)

Pupil(s) experiencing alleged bullying behaviour –

Pupil(s) demonstrating alleged bullying behaviour –

NAME OF INFORMATION PROVIDER	DATE	INFORMATION DETAILS

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The teacher will employ the no blame approach (particularly useful in dealing with exclusion).

Steps in no blame approach;

Step one, meet the target.

Step two, convene a meeting of people involved

Step three, explain the problem.

Step four, share responsibility

Step five, ask group for ideas

Step six, leave it up to them

Step seven, meet them again later

If it continues..

The class teacher will speak to the pupil displaying symptoms of bullying behaviour – and if necessary apply consequences outlined in our policy for promoting good behaviour.

If it continues repeatedly, the Principal will speak to the pupil/s involved

If it still continues, Parents will be contacted.. and asked for their support in correcting the bullying behaviour.

The parents of the target pupil will also be consulted and kept informed of any action taken or contemplated.

The Assessment procedure will continue throughout with the Proforma being completed at each stage..

Dealing with bullying behaviour as it happens. Staff should;

1. Diffuse situation by separating the pupil who is displaying the bullying behaviour and the target.
2. Disperse any by-standers.
3. Act firmly in a measured manner, avoiding any sudden movements which might be construed as aggression. If physical restraint is necessary, it should be applied in accordance with the guidelines

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set out in Circular 1999/9; (See Appendix A) and Safe handling guidance.

4. Indicate clearly to the pupils displaying bullying behaviour that the school does not tolerate bullying under any circumstances, and that they will be dealt with later.
5. Provide reassurance, support and protection for the pupil who was the target, and set the soonest possible time if not immediately for the Principal or the responsible teacher to discuss with him or her what happened, the background and what should now happen to make things better. At this time a bullying incident form should be completed.

If behaviour persists the name of the pupil displaying bullying behaviour will be added to the Special Needs Register as bullying is a behavioural difficulty. The class teacher and SENCo will then ensure a specific plan will be put in place to help tackle behaviour problem. As with any plan for a child with Special Needs the parents will be consulted and will help decide upon appropriate targets and will have their role clearly explained by the class teacher. Should attempts to curb bullying behaviour fail the SENCo will enlist the help of the Education Welfare Officer and the Behavioural Support Team. The child will then progress through the stages of the Code of Practice as necessary.

Staff should not minimise the importance of an incident or ignore it, nor should they assume that the matter will resolve itself in time.

Roles and Responsibilities

Teachers have a responsibility to;

- ✓ Foster self esteem, self respect and respect for others;
- ✓ Demonstrate by example high standards of personal and social behaviour we expect from pupils;
- ✓ Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is the target and to the child displaying bullying behaviour, and the importance of telling a teacher about bullying when it happens. In early years this can be done without actually using the term 'bullying';
- ✓ Be alert to signs of distress and other possible indications of bullying.

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- ✓ 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 Mrs Grugan, the Principal.
- ✓ Follow up any complaint by a parent about bullying, firstly completing an incident form and then 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.

Ancillary Staff have a responsibility to;

- ✓ 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 behaviour to the class teacher at an appropriate time, and initiate the Incident form and give a copy to Mrs Grugan.
- ✓ Deal with observed cases of bullying behaviour promptly and in accordance with agreed procedures.

Pupils' Responsibilities

We expect pupils to:

- ✓ Refrain from becoming involved in any kind of bullying behaviour, even at the risk of incurring temporary unpopularity.
- ✓ Intervene to protect the pupil who is the target of bullying behaviour, 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 a target of bullying behaviour should;

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- ✓ Not suffer in silence, but have the courage to speak out, to put an end to his/her own suffering and that of other potential targets.

The Responsibility of Parents

We ask 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 behaviour.
- ✓ Advising their children to report any bullying behaviour to their teacher or Mrs. Grugan and explain the implication of allowing the bullying behaviour to continue unchecked, for themselves and for others.
- ✓ Advising their children not to retaliate violently to any form of bullying behaviour.
- ✓ Being sympathetic and supportive towards their children and reassuring them that appropriate action will be taken
- ✓ Keeping a written record of any reported incidences of bullying behaviour.
- ✓ Inform the school of suspected bullying behaviour, even if their children are not involved.
- ✓ Co-operate 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 the target and for the pupil who is displaying bullying behaviour themselves.

The Responsibilities of All

Everyone should work together to combat and hopefully, in time to eradicate bullying behaviour.

Resources

- ✚ Effective Responses To Bullying Behaviour- NIABF
- ✚ NIABF website/RM STAFF-presentations

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Record Keeping

Bullying Incident Assessment Forms containing the action taken and outcome of that action will be kept in a file in the Principal's office containing all incidents of bullying behaviour.

Staff Development

Staff will come together to review and discuss our anti-bullying policy. All staff have received SEBD training over a 4 year period...see Positive Behaviour Policy

All staff have been trained on our Child Protection Policy and Procedures in September 2019 and will receive refresher training annually. The designated and deputy designated teachers will receive refresher training bi-annually. Where staff identify a need for further training or support the WELB Behavioural Support Team will be contacted.

Complaints

If as a parent or guardian you have a complaint, you should use the following procedure.

- I have a concern about my child's safety.
- I can talk to the class teacher.
- I can talk to the Principal/teacher with responsibility for Pastoral Care, Mrs.Grugan.
- If I am still concerned, I can talk/write to the Chairperson of the Board of Governors, Patrick Brolly.

Monitoring and Reviewing Effectiveness

Staff will review the effectiveness of the Anti-bullying Policy by carrying out an audit of the opinion of all staff working in the school, pupils and parents in the autumn term (2020).

This Policy was adopted on 21st November 2019 .
It will be reviewed annually.

Signed:

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(Chairperson)

Date:

Signed:

(Principal)

Date:

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Bullying Incident Report Form

Date-

Pupil Targeted-

Pupil/s involved-

Person who witnessed/reported the incident-

Details of the incident-

Follow Up-

Review-

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