

**ST. PATRICK'S PRIMARY SCHOOL,
ANNAGHMORE**

ANTI-BULLYING POLICY



Reviewed and Ratified by Board of Governors

Dec. 2017

"To be the best we can be every day, in every way!"

<p>ST. PATRICK'S PRIMARY SCHOOL, ANNAGHMORE ANTI-BULLYING POLICY</p>

Our Mission Statement.

***"Inspired by our faith in Christ,
St. Patrick's Catholic Primary School will provide:
A happy, secure and caring learning environment
Which promotes all to be the best they can be,
Full of optimism, ambition and with a love of learning.
Working in partnership with our community, we will ensure
St. Patrick's Primary School makes a difference."***

This policy has been developed consistent with:-

- **'The Education and Libraries (N.I.) Order 2003**
- **DE Circular 2003/13 – 'Welfare and Protection of Pupils Education and Libraries (N.I.) Order 2003'**

Specific articles of the Legislation referring to the welfare and protection of pupils include the following:-

- **Article 17 – Duty to Safeguard and Promote the Welfare of Pupils**
- **Article 18 – Child Protection Measures**
- **Article 19 – School Discipline: Measures to Prevent Bullying.**

Other documents include also:-

- **'Pastoral Care in Schools: Promoting Positive Behaviour**
- **'Pastoral Care in Schools: Child Protection.'** (1999)

Links between this policy and other School Policies.

Pupil welfare embraces all aspects of Pastoral Care including Positive Behaviour, Child Protection, Health and Wellbeing, Safety and Security. Our duty to safeguard and promote the welfare of pupils is addressed through our other school policies, particularly the Positive Behaviour Policy, Pastoral Care and Child Protection policies, E-Safety and Acceptable Use of the Internet Policy.

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AIMS

- 1 To provide a working definition of what is meant by bullying.
- 2 To raise awareness of this issue.
- 3 To set procedures for staff to follow when a case of bullying occurs.

Definition of Bullying

Bullying can be defined as;

1. ***Deliberately hurtful*** behaviour, ***repeated*** over a period of time where it is ***difficult*** for the target of the bullying behaviour to ***defend him/herself***. (DE Definition taken from 'Pastoral Care in Schools: promoting positive behaviour' 2001)
2. "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." (NIABF Definition – NI Anti-Bullying Forum 2005)

N.B. Not all unkind, unacceptable behaviour is bullying behaviour.

Bullying behaviour is unacceptable, unkind behaviour, which is recurrent and persistent in which a more ***powerful*** pupil, or group, ***target*** a more vulnerable pupil.

It includes any form of aggression which causes pain, embarrassment or discomfort to another person.

Principles and Values.

St. Patrick's P.S. believe:-

- Pupils have a right to learn in a safe and supportive environment, free from intimidation and fear.
- The welfare and needs of all children are paramount and pupils' needs, whether a pupil who engages in bullying behaviour or a targeted pupil, need to be separated from their behaviour.
- When bullying concerns are identified our school will work in a non-punitive, restorative and solution focussed way to achieve the necessary behavioural change, ensuring the targeted pupil's safety and repairing relationships.
- Pupils who are targeted will be listened to and supported.
- Pupils who engage in bullying behaviour will be listened to and supported to accept responsibility for their behaviour, acknowledging the impact or harm done, agreeing to change their behaviour & repair relationships.

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- Should a bullying concern arise, school staff will receive support from Senior Staff with Pastoral responsibility regarding their "Assessment of this Concern" and interventions to be implemented.
- Parents will be consulted and made aware of how we engage and consult with pupils regarding our "School Positive Behaviour Expectations", the Prevention of Bullying Behaviour and how we will respond to bullying concerns informed by the "Effective Interventions" Resource (NIABF 2013) using 'Restorative Practice' and 'Solution Focused' interventions.
- During the consultation process we emphasise and explain why, when addressing concerns involving child, parents' active support and appropriate level of participation in partnership with the school is essential.
- Staff will receive awareness-raising training regarding bullying prevention including skills training regarding implementing appropriate restorative strategies.

Process of Participation and Consultation.

Under Legislation, The Board of Governors and Principal are required to consult with pupils, parents and staff regarding positive Behaviour and Bullying prevention measures which must be in place. We have met this requirement in the following ways:-

- Pupil awareness raising Programmes: Class teachers annually agree with pupils a "Class Code of Conduct";
- Awareness raising programmes on going through Personal Development Curriculum and social involvement through involvement in N.I. Anti-Bullying Week and in-house whole school participation in creating anti-bullying posters for competition annually
- "Helping Hands" programme introduced into P5 and staff trained in use as 'Social Guardians'
- Obtaining the views of student council members at individual class and whole school level P4 – P7
- Base-Line survey/questionnaires distributed to pupils, parents & staff bi-annually
- Parent awareness raising through Newsletters & Website including e-safety and cyber bullying references and contributions to whole school Anti-Bullying policy review and redrafts.
- Monitoring the effectiveness of our Anti-Bullying Policy through analysis and evaluation of incidents records and concerns raised. How effective were interventions and responses by staff?
What learning is there from these?
What further training/developments are needed to strengthen the Anti-Bullying ethos of our school?
- Formally reviewing and updating the Anti-Bullying Policy as required by law every 2 years and have it formally adopted by the Board of Governors – signed, dated with review date stated - and revised policy distributed to all parents and staff.

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Preventative Measures.

- Formulation following negotiation and communication with all stake holders, 'agreed' school rules concerning Positive Behaviour displayed in all classrooms through posters and also displayed in shared areas throughout the school;
- Star Pupil awards that exemplify the core values and positive behaviours promoted by the school;
- School assemblies based on core values and rules
- Classroom charters agreeing core values and behaviours
- Inclusive school curriculum that addresses 'difference and prejudice'
- Understanding progressively taught, of discrimination, Rights and Responsibilities and Social & Emotion development through PD & MU and RE programmes
- School wide supervision and effective, assertive and consistent behaviour management by all staff
- Creating support networks (buddies) and 'Safe Spaces' for vulnerable pupils in identified 'Hot spots' eg through seating arrangements, class structures and make-up, 'Circle of Friends', supervision through assistants
- Opportunities to develop Positive Peer Relationships through Circle Time, Buddy Systems, School Council
- Updating Staff Training & modelling desired conduct with all in the school community.
- Promotion of positive and desirable positive behaviours exemplified by children as a focus when undesirable behaviour is displayed as 2003 Statutory Requirements (Ed & Libraries N.I. Order) requires schools to **"encourage good behaviour and respect for others"** and in particular **"prevent"** all forms of bullying.

Forms of Bullying

- Physical violence such as hitting, pushing or spitting at another pupil.
- Interfering with another pupil's property, by stealing, hiding or damaging it.
- Using offensive names when addressing another pupil.
- Teasing or spreading rumours about another pupil or his/her family.
- Belittling another pupil's abilities and achievements.
- Writing offensive notes or graffiti about another pupil.
- Excluding another pupil from a group activity.
- Ridiculing another pupil's appearance, way of speaking or personal mannerisms.
- Misusing technology (internet or mobiles) to hurt or humiliate another person.

In St. Patrick's Primary School, we believe that every pupil has the basic right to receive their education free from pain, humiliation, fear and abuse, whether physical or verbal.

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Bullying is, therefore, not an acceptable part of school life in any sense or form.

School Ethos and Behaviour

The ethos of the school is central to the establishment and maintenance of good behaviour. As with general discipline, we should seek to emphasise and reward positive behaviour rather than apply sanctions.

The staff will work together to raise children's awareness of desirable attitudes towards others peers and adults and develop an ethos of caring and tolerance towards others. We will endeavour to ensure that each child feels valued and respected as an individual and that they are in a safe, secure and caring environment.

To achieve this *staff* will use the following strategies:

- Foster in our pupils qualities of self-esteem, self-respect and respect for others
- Model the high standards of personal and social behaviour we expect of our pupils
- Ensure through discussion, PDMU, assemblies etc. that the children understand the forms which bullying can take and the negative effect it can have on people
- Ensure that children feel confident to approach staff if they feel threatened or upset in any way
- Be alert to signs of bullying
- Listen to, support and protect victims and those who have been accused of bullying
- Report suspected cases of bullying to the Principal & Designated Teacher for Child Protection, (Miss Mc Guinness), Senior Teacher & Deputy Designated Teacher for Child Protection, (Mrs Mc Fall), to the class teacher or any teacher, to any teaching assistant or supervisor – **tell an adult they trust.**
- Follow up parental complaints about bullying promptly and report back to parents on the actions which have been taken
- Deal with observed cases of bullying promptly and effectively
- Keep records when cases of bullying are reported and include all responses to the bullying incident.
- "Check-in" with the child who has been bullied to ensure they are safe and that the situation has been resolved.

We will encourage *the children* 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 **and ALWAYS**

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- Report to a member of staff any witnessed or suspected instances of bullying in order 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, to put an end to their own suffering and that of other potential targets.

REMEMBER: Silence protects the bully!!

- Always give a bully what they want and then go to an adult you trust.
- Avoid being on your own – tell a friend and ask for their help.

We would encourage *parents* to support their children by

- Watching for signs of distress or unusual behaviour which may indicate bullying.
- Encouraging their child to tell the teacher or trusted adult if someone hurts or upsets them in any way while at school.
- Advising their child not to retaliate violently to any forms of bullying behaviour but to report them as soon as they happen to an adult they trust.
- Being supportive towards their children and reassuring them that they will have support from all the adults involved in their care.
- Advising their children not to retaliate in a violent way to any form of bullying.
- Keeping a record of any reported incidences of bullying and responses by the school to the report.
- Informing a member of staff of any suspected bullying, even if their child is not involved.
- If you think your child may be bullying others, do contact us, so that together we can solve the problem.
- Cooperating with the school if their child is involved in a bullying concern, to resolve the difficulty in a way which stops the behaviour and meets the needs of all children concerned.

Sanctions

In light of bullying behaviour being observed or reported a range of sanctions are available as set out in the Positive Behaviour Policy. These sanctions can be applied with flexibility and discrimination according to each individual's needs.

The Council for Catholic Maintained Schools' scheme for suspension or expulsion may be applied for serious incidents of bullying.

Support.

The child, who is the target of bullying, will be supported by staff and also allocated a 'buddy' who will look out for them in yard at break and lunch times.

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Co-operation from parents is essential in order to support the perpetrator displaying bullying behaviours.

It can be linked in many cases to low self-esteem, being a victim of bullying themselves in the past, changes in home situation or circumstances.

Staff will identify the Level of Bullying behaviour displayed and decide on response:-

- Use 'Rights Respecting Script' (Appendix a)
- Rule Reminder Script (Appendix b)
- Restorative Questioning (Appendix c)
- Engage with Peer Mediation aimed at allowing all to speak and listen to each other to develop an open and honest understanding of what has happened, effects on all concerned and to allow for shared agreement of a way forward to resolve the situation, which will be recorded and monitored over a set time.

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Should this fail to address and resolve the bullying, the school will rely on parent/carer support to access any/some/all of the following support agencies:-

- the Personal Pupil Development Services at the Education Authority, Southern Region.
- CALMS agency.
- Behavioural Support Team.

Outside school activities and School Transport.

At all times, children representing St Patrick's PS Annaghmore outside the school; will be expected to follow the school's policy on Anti-Bullying.

It is important that we educate our pupils in understanding that bullying behaviours are not acceptable at any time, any place or anywhere.

The conduct of all pupils wearing our school uniform or representing our school in public, including on any form of transport used in connection with the school, will be reflective of "Being the best they can be, every day in every way." Any reports received by the school regarding bullying behaviour will be dealt with according to our anti-bullying policy.

The Anti-Bullying Policy will be reviewed in consultation with pupils, parents and staff. Our next planned review date will be January 2020.

Ratified at Board of Governor Meeting on 7/12/2017