
Anti - Bullying Policy



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ANTI-BULLYING POLICY

RATIONALE

As a school we wish to uphold a positive image with all stakeholders: pupils, staff, parents, governors and community members. We strive at all times to create an environment where there is mutual respect, where each person is valued as an individual and pastoral care is an integral part of education. Each pupil will be encouraged to fulfill his or her moral, intellectual, spiritual, physical, social, aesthetic and emotional potential.

INTRODUCTION

“Bullying is repeated behaviour that makes another person in school feel unhappy, threatened or frightened.”

Some Facts:

- Bullying can be found in schools and communities
- It can be countered effectively
- It is a learned behaviour
- It can be unlearned
- A bully needs help to change
- Recipients need protection and empowerment
- We do not want it in our school or in our community

Victims can suffer from:

- Depression
- Low self-esteem
- Fear of meeting strangers
- Guilt and shame
- Social isolation
- Psychosomatic illness
- Agoraphobia
- Anxiety and panic attacks
- Timidity

Bullies in the long term can be, or have:

- Uncontrollable and aggressive behaviour
- Criminal convictions
- Alcohol abuser
- Child care problems
- Employment problems
- Marital breakdown
- Psychiatric disorders

Bullying may be defined as:

- **Repeated and persistent** deliberate aggression – both mental and physical
- Unequal power relationships
- Persistent behaviour that results in pain and distress.

Bullying may be categorised as:

- Disablist
- Cyber
- Homophobic
- Transphobic
- Sectarian
- Race/faith/culture

This anti-bullying policy reflects the School Aims where we seek to provide for all staff and pupils a happy, caring and secure environment.

AIMS

- to **prevent** bullying of any form - **all** bullying is unacceptable
- to have a consistent approach for dealing with incidents of bullying
- to ensure that all members of the school community are aware of this policy
- to deal with bullying when it happens or is reported
- to ensure that victims and perpetrators will be treated in a supportive manner

Bullying, like other behavioural problems, is better prevented than cured.

STRATEGIES FOR DEALING WITH BULLYING

I. PREVENTION

Our school is committed to building positive relationships, promoting tolerance and respect for difference and diversity. Curriculum work through subjects such as RE and PD&MU will promote positive confident relationships and self-esteem.

Staff will be trained to recognise indicators of bullying and will be equipped with ways of dealing with it should it arise.

Pupils will be talked to regularly to find out what types of bullying, if any, occur and when, where and by whom it happens.

A range of mechanisms will be put in place for reporting bullying incidents confidentially.

We also have in place a peer support scheme in the form of our “Playground Friends” which provides another way for children to communicate any fears or anxieties they may have. The Playground Friends are trained how to deal with situations and meet on a monthly basis with the teacher responsible for Playground Friends.

Our school policy is to fulfil a supportive attitude towards both victims and bullies. Since victims often remain silent, behavioural signs may indicate that there is a problem. Victims may be suffering isolation and anxiety as a result of bullying.

Children should be encouraged to inform the class teacher of bullying.

Staff Responsibilities

Staff will make parents/children aware of our Anti-Bullying Policy by using opportunities such as Curriculum Evenings, P I Induction Talk, and beginning of year meetings.

Pupils will be aware of the Anti-Bullying Policy through the beginning of year teacher and children talk (rule agreeing etc), assembly talks, PD&MU, RE & Circle Time

- the Anti-Bullying policy will be communicated to the whole school community (ie pupils, parents, staff - teaching and non-teaching)
- through the Positive School Discipline Policy, pupils, staff and parents are aware of their responsibilities
- periodically review school procedures and practices (eg playground supervision) in order to reduce the risk of bullying behaviour occurring
- periodically review training needs of all staff

RESPONDING

When bullying situations occur, circumstances and personalities will vary. The school will attempt to deal with problems accordingly, both supporting the victim and using strategies to help the bully change his/her attitude and engage in more acceptable behaviours.

Children can use a reporting form (see Appendix) to write about the incident and give it to an adult they trust or talk about it directly to an adult they trust. The adult should then in turn also record all the information they are being given on the pupil record sheet which is attached to the pupil form.

Having been made aware of a problem, staff should keep an open mind when trying to identify the bully as there is no stereo-type or typical bully. Within the different categories of bullying the bullying behaviours will vary.

The school will take the issue seriously and deal with any parent or pupils concerns.

All matters will be dealt with in the strictest confidence within the realms of the school's Child Protection Policy.

Through the implementation of the school's positive behaviour policy there will be constant reinforcement of caring, desirable behaviour. This will help foster positive relationships throughout the school community. When the use of sanctions becomes necessary, these will be as outlined in the school's Positive Behaviour and Discipline Policy.

All incidents will ultimately be dealt with as outlined in the school's Positive behaviour and Discipline Policy.

Bullying will NEVER be ignored

- when first reported, the staff will listen to **all** pupils' concerns
- staff will communicate with all concerned in line with procedures and responsibilities
- staff will record incidents as appropriate
- staff participate in training as required
- acknowledge appropriate behaviour
- inform Designated Teacher and/or Principal
- inform parents and ask for their support as necessary
- monitor and review the situation
- the bullying behaviour will be viewed separately from the child (always stress that it is the behaviour and not the child)
- suggest acceptable forms of behaviour to the pupils involved

Pupil Responsibilities

Pupils should

- report incidents of bullying
- respect and support peers
- adhere to and promote the school's anti-bullying policy

Parent Responsibilities

Parents should

- report any concerns to the school
- promote good social behaviour
- support the school's anti-bullying policy

The issue of bullying is a matter for partnership including all pupils, staff and parents. Governors need to be kept informed.

EVALUATION

In order to assess the effectiveness of this policy the school will:

- closely monitor any reported incidents over a given period
- purposefully include the topic in Assembly/Class
- ensure staff awareness and training so that all are competent in the promotion of the policy

This policy will be reviewed and updated every 2 years.

REVIEW

This policy will be kept under review in light of developments and changes to Social Media and other child protection procedures.

Policy Review

Signed: _____(Principal)

Date: _____

Signed: _____(Chair of Governors)

Date: _____

Review Date: June 2019