



Anti-Bullying Policy

Our School is a Rights Respecting school and Articles 6, 32 and 36 of the United Nations Convention on the Rights of the Child (CRC) underlines our Anti-Bullying Policy:

“Ensure that children are protected from all forms of violence, abuse, neglect and bad treatment” Article 19

MISSION STATEMENT

We are a Catholic, co-educational school seeking to promote, throughout the school community, a caring ethos.

Through the development of positive and secure relationships, within and outside the classroom, we create the opportunity for our children to thrive in a rich and varied environment.

In achieving this we recognise that each child is a valued and unique member of God's community.

SCHOOL AIMS

In our loving Catholic ethos we aim,

- To promote the spiritual, moral, cultural, intellectual and physical development of our pupils.
- To give each pupil an awareness of his/her talents, skills and abilities.
- To provide opportunities for pupils to achieve success in a variety of contexts, promoting positive self-esteem and self-image.
- To create a love of learning, a knowledge of how to learn, and the motivation to produce his/her best work.
- To provide a broad and balanced curriculum appropriate to the needs of each pupil at his/her stage of development.
- To develop an attitude which leads to self-discipline, independence, courtesy, good manners and respect for everyone.
- To develop a wider 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.
- To foster and develop close relationships between home, school and community.

Introduction

This policy has been developed consistent with 2003 Statutory Requirements (Education and Libraries NI Order) which requires Boards of Governors and Principals to consult with all key stakeholders (pupils, parents and staff) regarding positive behaviour and bullying prevention measures which must be in place.

Specific articles of the Legislation include the following:

Article 17 – Duty to safeguard and promote the welfare of pupils

Article 18 – Child protection matters

Article 19 – School discipline measures to prevent bullying

Reference DE Circular 2003/13

Welfare and Protection of Pupils Education and Libraries (Northern Ireland) Order 2003

“Pastoral Care in Schools: Promoting Positive Behaviour” (2001)

“Pastoral Care in Schools: Child Protection” (1999)

Definition of Bullying

“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.”

Northern Ireland Anti-Bullying Forum (2005)

“Deliberately hurtful behaviour, repeated over a period of time, where it is difficult for the victim to defend him/herself.”

“Pastoral Care in Schools: Promoting Positive Behaviour” (2001) DENI

Links to other policies

Pupil welfare embraces all aspects of pastoral care, including child protection, pupil behaviour, health and well being, safety and security and our duty to safeguard and promote the welfare is addressed through other relevant school policies including:

- **Positive Behaviour/Discipline Policy**
- **Pastoral Care**
- **Internet use**
- **Safeguarding/Child Protection**
- **PE**
- **Health and Safety**
- **SEN**
- **Critical Incident**

Principles

- **Pupils have a right to learn in a safe and supportive environment, free from intimidation and fear.**
- **The welfare needs of all children are paramount and pupils' needs, whether bully or targeted pupil, need to be separated from their behaviour.**
- **When bullying concerns are identified our school will work in a restorative and solution focussed way to achieve the necessary change.**
- **Pupils who have been targeted will be listened to and supported.**
- **Pupils who engage in bullying behaviour will be listened to and supported to accept responsibility and change their behaviour.**
- **Staff will receive awareness training regarding bullying prevention including effective, appropriate strategies for intervention.**
- **Where a concern arises, staff will receive ongoing support from our Pastoral Care Team.**
- **Parents will be made aware of school practice and procedures through parent evenings, consultation processes and where necessary their active participation in partnership with the school to resolve concerns involving their child.**

The Process of Participation and Consultation

- **Class based workshops to negotiate and agree a Code of Conduct for positive behaviours.**
- **Circle Time.**
- **Awareness Raising programmes throughout curriculum and involvement in NI Anti-bullying Week.**
- **Obtaining the views of elected pupil representatives e.g. class council, school council, prefects or buddies.**

- Annual survey for parents, pupils and school staff.
- Specific awareness raising programmes e.g. Primary 1 Induction, school newsletter, parent workshops.
- Ongoing professional development and support for staff.
- Monitoring and evaluating our interventions.
- Review/update at least every two years or earlier if necessary.
- Formally adopted and signed by Board of Governors.

Preventative Measures

- Formulation and communication of school wide rules concerning Positive Behaviour expectations:
 - classroom charters
 - posters
 - displays
 - incentives
 - pupil awards
 - school assemblies
 - workshops
 - Circle Time
- School Curriculum which addresses prejudice, discrimination and social/emotional learning (PDMU,RSE etc)
- School wide supervision and effective, consistent behaviour management by all staff.
- Creating safe areas for vulnerable pupils
 - seating arrangements in class
 - movement around school
 - buddy system
 - other peer support systems
- Opportunities for developing positive peer relationships.

Bullying behaviours

The following are unacceptable behaviours but only constitute bullying behaviours when they are recurrent, persistent, targeted with intent and where a power imbalance between pupils is evident.

Type of incident:

- Physical bullying
 - Jostling.
 - physical intimidation.
 - Punching.
 - Kicking.
 - other physical contact.
 - use of weapons.

- **Verbal bullying**
 - Name calling.
 - Insults.
 - Jokes.
 - Threats.
 - Spreading rumours.

- **Indirect bullying**
 - Isolation.
 - Refusal to work with
 - Refusal to talk to
 - Refusal to help others
 - Interfering with personal property.
 - Misusing mobile phones.
 - Using internet programmes, mobile phones etc. to humiliate, threaten or isolate another.

Pupils may be targeted on the basis of race, religion, culture, gender, or perceived sexual orientation.
(Downloads available)

The 2003 Statutory Requirements (Education and Libraries NI Order) requires schools to “encourage good behaviour and respect for others” and in particular prevent all forms of bullying.

The Responsibilities of Staff

Our staff will:

- Foster in our pupils self esteem, a sense of their rights and their responsibilities to 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 pupil who is targeted and the pupil who engages in bullying behaviour.
- Emphasise the importance of telling a trusted adult about bullying behaviour when it happens or when it is observed.
- Be alert to signs of distress and other possible indicators of bullying
- Listen to children who have been bullied, take what they say seriously and respond appropriately to Key Stage Coordinator. All stakeholders to keep appropriate record.
- Communicate information to parents via parent/teacher meeting or leaflet.
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.

- Respond to bullying behaviour promptly and effectively, in an assertive and confident manner, with an expectation of change in accordance with agreed procedures.

The Responsibilities of Pupils

We expect our pupils to:

- refrain from becoming involved in any kind of bullying behaviour, even at the risk of incurring temporary unpopularity.
- Intervene to support any child who is being bullied, unless it is unsafe for them to do so.
- Report any concerns or instances of bullying witnessed or suspected, to a member of staff to dispel any climate of secrecy and help prevent further instances.

Anyone who becomes the target of bullies should:

- have the courage to speak out, to put an end to their own suffering and that of other potential targets.

The Responsibilities of Parents

We ask our parents to support their children and the school by:

- By fully understanding the definition of bullying
- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advise their children to report any bullying to the School Principal, the Designated Teacher or for Safeguarding or his deputy, the class teacher or classroom assistant, or indeed any other responsible adult.
- Advise their children not to retaliate violently to any forms of bullying behaviour.
- Being sympathetic and supportive towards their children and reassuring them that appropriate action will be taken.
- Keeping written records of any reported instances of bullying.
- Informing the school of any suspected bullying, even if their children are not involved
- Cooperating with the school, if their child is involved in a bullying concern, to resolve the difficulty in a way which stops the behaviour recurring and meets the needs of all children

Procedures for Dealing with Incidents of Bullying

- Use school's system of recording incidents e.g. hard copy, C2k, SIMS.
- Gather information.
- Assess appropriate interventions and plan with reference to the school's positive behaviour policy and NIABF Interventions Framework and Guidance Document, Responding to Alleged Bullying Behaviour.

- **Define roles and responsibilities for all staff.**
- **Consider communication issues and essential tasks.**
- **Obtain advice, support or make a referral to relevant support services e.g. Behaviour Management Team, EWO, Education psychology, Child Protection Support Services (Gateway), New Life Counsellor, Full Service Community Network or Barnardos.**

Professional Development of Staff

- **Identify relevant future training needs within the School Development Planning Process**

Monitoring and Review

This policy is a working document and will regularly need to be altered and reviewed as situations demand. However a fully planned review will take place every two years.

Signed: _____ Chair, Board of Governors

Signed: _____ School Principal

Date: _____

To be reviewed: August 2019