



Anti-Bullying Policy

Carniny Primary School



(1) Rationale

Carniny Primary School is completely opposed to bullying and will not tolerate it. It is entirely contrary to the values and principles we work and live by. All members of the school community have a right to work in a secure and caring environment. They also have a responsibility to contribute, in whatever way they can to the protection and maintenance of such an environment.

(2) Mission Statement

The school's Caring and Learning ethos promotes positive interpersonal relations between all members of the school community.

We wish to promote in all our pupils such values as will make them caring and responsible citizens. We believe in the dignity and worth of each individual and in the development of the whole person.

All members of staff share these values and work to ensure a pupil centred approach in which caring is a shared responsibility of all staff. These values underpin all we aim to achieve in Carniny.

(3) Principles

- Pupils have a right to learn free from intimidation and fear
- The needs of the victim are paramount
- The school will not tolerate bullying behaviour
- Bullied pupils will be listened to
- Reported incidents will be taken seriously and thoroughly investigated

(4) Definition of Bullying

Following consultation with *Governors, Staff, Pupils and Parents* the following definition of bullying behaviour has been agreed:

Bullying is a form of aggressive, hurtful behaviour which is persistent and unprovoked and causes embarrassment, pain or discomfort to someone. It involves an abuse of power. It may take various forms including physical, verbal, and emotional. It may be perpetrated by individuals or by groups of pupils.

January 2017

(5) Forms of Bullying

Can Include:

- 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

(6) Links with other policies

This anti bullying policy forms part of the school's overall Pastoral Care Policy.

It links with the Child Protection Policy in which the school outlines the steps it will take to protect children from harm and develop their personal safety strategies.

It links with the Positive Behaviour Policy in which the school outlines the types of behaviour which are considered appropriate and inappropriate, together with the sanctions which will be used as part of the disciplinary process.

There is also a strong link with the school's policy on the Acceptable Use of the Internet.

(7) Participation and Consultation Process

The principal will consult with all stake holders (parents, staff, pupils) regarding Bullying by means of:

- Survey/questionnaires distributed to pupils, parents and whole staff
- Obtaining the views of all pupils through Class and School Council meetings

(8) Responsibilities of all Stakeholders

A. The Responsibility of Staff

Our Staff will:

- Understand the meaning of bullying
- 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 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 when it happens.
- 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 to Mr Ross (Principal), Mrs Wylie (Vice Principal and Designated Teacher for Child Protection) or Mr Calwell (Deputy Designated Teacher for Child Protection).
- Follow up any complaint by a parent about bullying and 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

B. The Responsibility of Pupils

We expect our pupils to:

- Understand the meaning of bullying.
- 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.
- 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.

Any one who becomes the target of bullies should:

January 2017

- Not suffer in silence, but have the courage to speak out in a safe and supportive environment, to put an end to their own suffering and that of other potential targets.

C. The Responsibilities of Parents

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

- Understanding the meaning of bullying.
- Watching for signs of distress or unusual behaviour in their children which might be evidence of bullying.
- Advising their children to report any bullying to their teacher, Mr Ross, Mrs Wylie or Mrs Armstrong and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.
- Advising their children not to retaliate violently to any forms of bullying
- Being sympathetic and supportive towards their children and reassuring them that appropriate action will be taken
- Keep a written record of any reported instances of bullying.
- Informing the school of any suspected bullying, even if their children are not involved
- Co-operating with the school, if their children are accused of bullying. Try to ascertain the truth. Point out the implications of bullying, both for the children who are bullied and for the bullies themselves.

D. Responsibilities of All

Everyone should

- Work together to combat and hopefully in time to eradicate bullying

(9) Preventative Measures

Preventative measures have a high priority in minimising bullying. We will take the following steps:

A. Ethos and Pastoral Care

We will seek to be a listening school in which pupils are encouraged to express their feelings, fears and concerns. This will be facilitated through measures such as Circle Time, Worry and Suggestion Boxes.

B. Curriculum

The theme of bullying will be addressed:

January 2017

- By external agents, e.g. NSPCC, PSNI, Bee Safe, Save the Children
- In Religious Education (i.e. through assemblies dealing with respect for others)
- In English through the use of stories, plays and poems
- Through discussion of Rights and Responsibilities of a Rights Respecting School
- In Personal Development and Mutual Understanding programme

C. Playtime Provision

- We will provide training for teachers, classroom assistants and lunch time supervisors in the promotion of positive play and strategies for dealing with incidents of bullying.

D. Discipline Policy

- Enforcement of Positive Behaviour Policy by all members of staff
- Praise will be given for positive behaviours (stickers, Golden Book, Golden Time).
- Sanctions will be issued in accordance with the 6 Stage Approach.

(10) Procedures for Dealing with Incidents of Bullying Behaviour

Each case of bullying will be dealt with individually and follow up action will be tailored to meet the individual needs of the pupils concerned. The following steps will be followed:

A. Reporting of an Incident

When a bullying incident is reported, the information will be passed on to the following people:

The teacher of any child involved
 The principal
 The designated teacher for Child Protection

B. Investigation of an Incident

This will normally be carried out by the principal, in co-operation with any class teachers concerned.

Pupils involved will be interviewed and a record made of their responses using the school's incident form.

Parents of all pupils involved will be informed of the schools action up to this point and will be kept informed of subsequent action.

C. Agreeing a Plan for Resolution

Working with the pupils concerned, the principal will devise a plan for resolution of the conflict. This plan will include targets for acceptable behaviour and will set out support measures which will be provided for the pupils concerned.

Any disciplinary action required will use the system of sanctions which is set out in the Positive Behaviour Policy.

D. Reviewing the Situation

The situation will be closely monitored and reviewed by the Designated Teacher, in co-operation with everyone involved.

E. Involvement of Other Agencies

When necessary the school will draw on support from a range of outside agencies including Education Welfare Officer, Behaviour Management Team and the Educational Psychology Service. In most instances the school will seek to deal with the situation from within its own resources. However if it becomes clear at Step C or D that outside help is needed, the school will not hesitate to avail of it.

(11) Continuous Professional Development of Staff

Staff will have opportunity to receive information on Discipline and Anti Bullying Matters on a regular basis.

(12) Monitoring and Review of the Anti Bullying Policy

Implementation of this policy will be monitored by the Principal and designated teacher for Child Protection. Parents, staff and pupils are invited to give their opinions about bullying in regular surveys. A statement on implementation will be provided annually to the Board of Governors within the overall report on Child Protection.

This policy will be formally evaluated and reviewed every three years.

_____ (Chair of Board of Governors)

_____ (Principal)

_____ (Date)