



St. Mary's Primary School



Anti-Bullying Policy

Feb 2017

Signature of Chairperson _____

Signature of Principal _____

Date _____

ST. MARY'S PRIMARY SCHOOL

MISSION STATEMENT

“St Mary’s Primary School will be a welcoming, child centred school and a community of good practice, where all feel valued and inspired. Our excellent staff will collaborate to meet the aspirations of our pupils through high quality learning and teaching. We will work in partnership with our parents, parish and community to meet the needs of our children in this rapidly changing global society. Our Catholic ethos, pastoral care and family atmosphere will permeate every aspect of school life to ensure the well being and safety of every child. We will endeavour to support each child to reach their full potential”

Article 1- Every Child under the age of 18 has Rights

In St. Mary’s Primary School we believe that bullying is unacceptable and we are committed to providing a safe and secure learning environment for everyone in the school community- one which is inclusive, providing effective teaching and learning, free from intimidation and fear .

Article 28- Every Child has the right to an education. Discipline in school must respect children’s human dignity.

Article 29-Education must develop every child’s personality, talents and abilities to the full .It must encourage the child’s respect for human rights, as well as respect for their parents, their own and other cultures and the environment.

Our anti-bullying policy is integrally related to the Positive Behaviour Policy and other policies under Pastoral Care, such as Child Protection, Acceptable use of the Internet and mobile phone policies. We acknowledge that in our schools, as in all schools, there is the possibility and probability that bullying may exist

Article 19- Every Child has the right to be protected from being hurt and mistreated, in body or mind.

Bullying is defined as *‘deliberately hurtful behaviour, repeated over a time, where it is difficult for the victim to defend him- or herself* DE (1999). It can happen to anyone. When it happens it is very upsetting. The target of the bullying feels alone, miserable and helpless. If bullying occurs, all pupils should be encouraged to tell and feel confident that incidents will be dealt with promptly and firmly. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell a member of staff.

Bullying is **repeated** acts of aggression causing embarrassment, pain and discomfort. It can take a number of forms: physical, verbal, making gestures, extortion and

exclusion. It is an abuse of power. It can be planned and organised, or it may be unintentional as in the case of a child with a disability (SEND0 2005). It may be perpetrated by individuals or by groups of people.

Bullying can be:

- Emotional being unfriendly, ignoring, excluding, tormenting (e.g. hiding books, making threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet, such as email & internet chat room misuse, mobile threats by text messaging and calls, misuse of associated technology, i.e. camera and video facilities.

The staff of St.Mary's Primary School see it as a priority to:

- ◆ raise an awareness among staff of the nature of bullying
- ◆ know the signs to look for which may indicate stress due to bullying
- ◆ develop a whole-school approach to the issue which will involve pupils, teachers, ancillary and supervisory staff, parents and appropriate agencies
- ◆ develop curriculum opportunities that give a clear message that bullying is unacceptable behaviour both inside and out of school
- ◆ provide staff training on strategies used to challenge bullying behaviour
- ◆ Purchase and update appropriate resources/ support
- ◆ Monitor & review this policy on an annual basis

The responsibilities of Staff

As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported. (See Appendix 1 for steps involved)

As a staff we are committed to establishing procedures and developing teaching approaches and programmes to deal with bullying.

[Article3- The best interests of the child must be a top priority in all actions concerning children.](#)

Article 4- Schools are responsible for creating an environment where each child can grow and reach their potential.

Staff will:

1. foster in our pupils self-esteem, self respect, tolerance and respect for others
2. be vigilant and alert to signs of distress and other possible indications of bullying behaviour
3. listen to children when they have reported incidents of alleged bullying behaviour, take what they have reported seriously and take steps to support and protect them
4. report any complaints about bullying to respective Designated Teachers for Child Protection in both schools or to the Principal
5. follow up any complaint by a parent about bullying and report back promptly and fully on the action taken
6. deal with observed incidents of bullying promptly and firmly, in accordance with agreed procedures.

The Role of the Principal and Designated Teachers

If an incident of bullying is reported to any member of staff, they must act promptly and inform Mrs Flanagan in the Senior School, Mrs Roarty in the Junior School or Mrs O'Doherty at either school. If the concern is not resolved at class level, Mrs Flanagan/Mrs Roarty or Ms O' Doherty will speak to the child/children who has/have made the allegations and a record will be made of the incident. The Parents/Guardians of the child/children will be informed if not already aware of the situation.

The Principal/Designated teachers will reassure the child/children who made the allegations that their concerns will be responded to and dealt with after she has spoken to those involved. Any child/observer who has witnessed the alleged incident will also be given the opportunity to report what they have seen and this will be recorded.

As soon as possible after the incident has been reported, Ms O' Doherty/Mrs Flanagan or Mrs Roarty will speak to the pupil/s involved and a record made of the meeting. The pupil/pupils will be made aware of the allegations and given an opportunity to respond and give their side of the story. The pupil/s will be reminded about the school's stance on bullying behaviour and told that both behaviour in class and over

the lunch break will be closely monitored by the class teacher and lunch time supervisors and reviewed at a date to be arranged.

Parents of all pupils involved in the bullying incident will be informed and asked to come into the school to discuss the situation with Ms O' Doherty /Mrs Flanagan or Mrs Roarty. The teacher dealing with the complaint will then report back promptly to the 'target' child and the child will be made aware that a daily observation record will be completed on the child/children allegedly engaging in the bullying behaviour. The class teacher and lunch time supervisors will be briefed and asked to complete a daily behaviour record.

After a reasonable period of observation, (2 – 3 weeks) Ms O'Doherty / Mrs Flanagan or Mrs Roarty will check back with the class teacher and lunch time supervisors and with the child who made the complaint, to see if the situation has been resolved and they will also check in with the child who has demonstrated the bullying behaviour.

If no resolution has been reached and the bullying behaviour continues, appropriate sanctions from the school's behaviour policy will be adopted, taking into account the individual circumstances of the situation.

The running observation record will be extended both in class and over the lunch break and advice will be sought from relevant professionals such as EWO, Behaviour Management Team, Educational Psychology, CASS etc.

If the situation has improved, the parent of the child targeted, will be invited back to the school to sign off the observation sheets. However, where complaints about bullying have been made, the school will continue to monitor the situation until such time as the staff are confident that bullying is no longer still an issue for the 'target'child.

The Responsibilities of Pupils

We expect our pupils to:

- avoid becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity
- report to a member of staff any witnessed or suspected incidents of bullying
- Use the 'worry' box if they have a concern that they themselves or a friend is being bullied.
- Highlight inappropriate behaviours at Class Council or School Council meetings
- Avail of the services of the Barnardos Counsellor

Any pupil who becomes the target of bullies should:

- Tell a parent, a friend, a teacher, a classroom assistant, or a lunch time supervisor.
- Keep a record of what is happening, who is present, when etc.
- Post a note with their concern on it in the 'worry' box in school and a member of staff will respond to it

DO NOT SUFFER IN SILENCE BUT HAVE THE COURAGE TO SPEAK OUT. BY SPEAKING OUT YOU WILL ALSO HELP OTHER PUPILS WHO ARE THE TARGET OF BULLYING.

Article 12- Every Child has the right to say what they think in all matters affecting them and to have their views taken seriously.

Article 31- Every child has the right to relax, play and join in a wide range of cultural and artistic activities.

The Responsibilities of Parents/ Guardians

Parents are asked to support their child and the school by:

- Watching out for signs of distress or unusual behaviour in their child which might be evidence of bullying
- Advising their child to report any bullying to their class teacher/Mrs Flanagan/ Mrs Roarty or Ms O' Doherty
- Advising their child not to retaliate violently to any forms of bullying
- Being supportive towards their child and reassuring them that appropriate action will be taken
- Keeping a written record of any reported incidents of bullying
- Informing the school of any suspected bullying, even if their child is not involved
- Co-operating with the school if their child is accused of bullying, try to ascertain the truth and point out the implications of bullying, both for the target child and for child who is bullying.

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The Preventative Curriculum

A whole school ***Anti-Bullying Week*** is an integral part of our school calendar and every year in September, we renew our registration with the Northern Ireland Anti-Bullying Forum and avail of the useful resources on the website to prepare for Anti-Bullying Week in November.

Staff make good use of the curriculum opportunities developed through the PDMU strands of the NIC. In addition to the 'taught' curriculum delivered each year through PDMU and R.E., there is always a focus during Anti-bullying week on role-play/drama provided by outside companies. In addition, Key stage 2 classes conduct their own 'walking debates' on what constitutes bullying.

A Listening School

Teachers in both Key stages use Circle Time as a tool for listening to children's concerns and opening up discussion on issues such as bullying. In addition the children through their representative at the School Council and at Class Council level are provided with a forum to voice their concerns.

Issues around bullying are well highlighted on posters around school, on notice boards and in the corridors. The children also have the opportunity to articulate issues affecting them through watching the Interactive Whiteboard materials and discussion booklets, 'Don't Worry, Be Happy' and 'Survival Guide for Pupils' developed by Mrs O'Hara, the PDMU Co-ordinator. A 'Worry Box' and 'A Suggestion Box' are strategically positioned in corridors in the school and are monitored by Mrs Flanagan and Mrs Roarty.

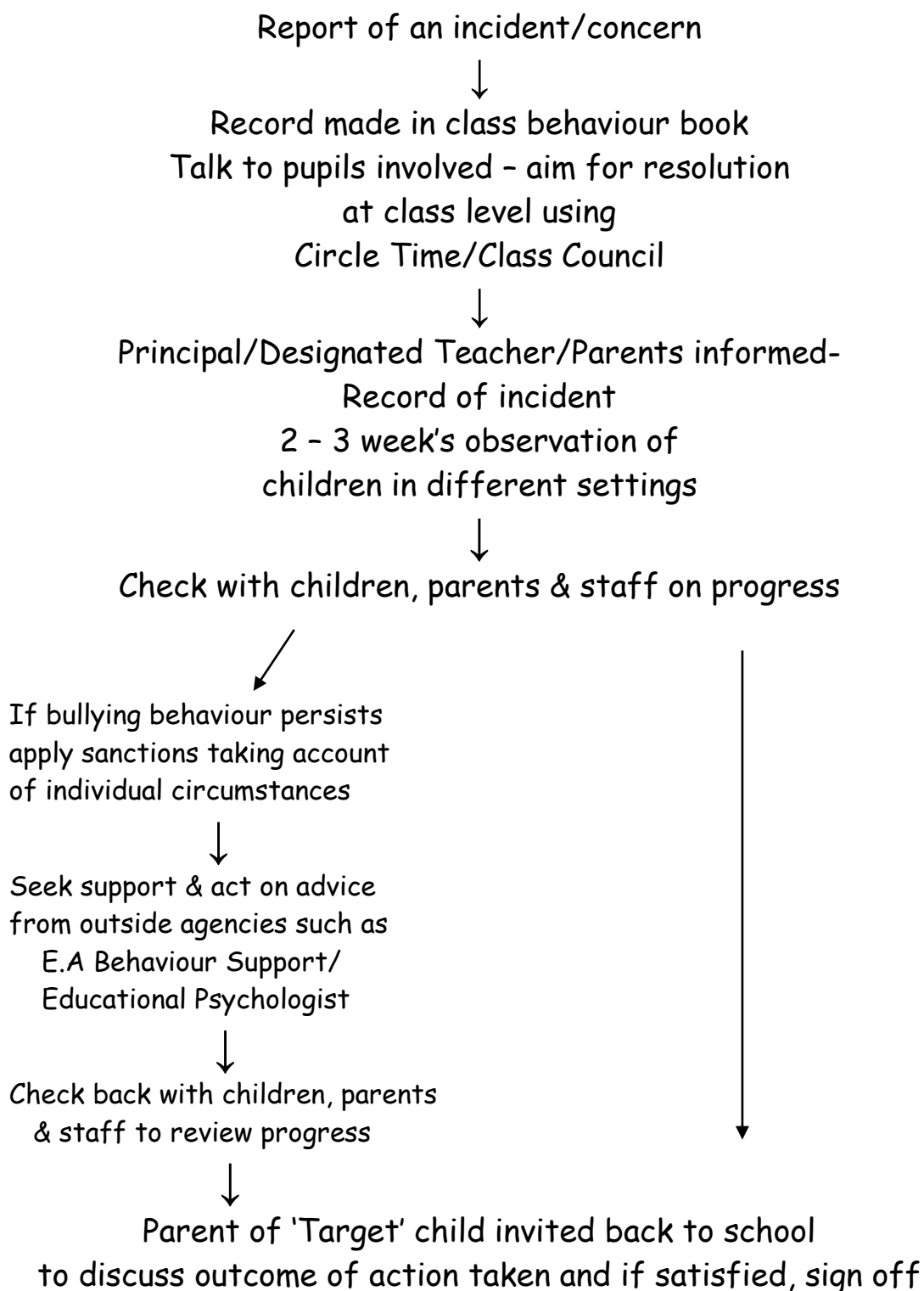
Article 12- Every Child has the right to say what they think in all matters affecting them and to have their views taken seriously.

Article 16- Every Child has the right to privacy

Monitoring and Review

This Anti-Bullying Policy will be monitored and reviewed annually by the Principal and the Board of Governors and will be amended in light of any new research and changes in legislation.

PROCEDURES FOR DEALING WITH BULLYING



observation sheets



Continue to monitor children's behaviour

APPENDIX 1

INCIDENT REPORT FORM

Name _____ Class _____

Date _____ Time _____

Details of Incident

Action Taken

Staff Involvement

Outcome

Date _____ Parental Involvement Yes/ No

APPENDIX 2

MONITORING RECORD

Name _____ Date _____

Background Information:

Observation:

Date _____ Location _____ Time _____

Signed _____

Observation:

Date _____ Location _____ Time _____

Signed _____

Observation:

Date _____ Location _____ Time _____

Signed _____

Observation:

Date _____ Location _____ Time _____
Signed _____

Observation:

Date _____ Location _____ Time _____
Signed _____

Observation:

Date _____ Location _____ Time _____
Signed _____

Observation:

Date _____ Location _____ Time _____

Signed _____

Outcome:

Signature of Parent/ Guardian _____ Date _____

Signature of Staff member _____ Date _____

Glossary

Listed below are definitions of some of the abbreviated terms used in this document

DE- Department of Education

SEND0- Special Educational Needs and Disability Order

SETAQ-Self Evaluation Through Attitudinal Questionnaires

EWO- Educational Welfare Officer

CASS- Curriculum Advisory Schools Service

PDMU- Personal Development and Mutual Understanding

E.A- Education Authority- Western

NIC- Northern Ireland Curriculum