

Our Lady's Primary School

Anti Bullying Policy

"Understanding what bullying is and how it affects students allows us to be better equipped to effectively stop bullying behaviours"

(Finger, Craven, Parada & Yeung, 2007)

INTRODUCTION

Our Lady's is a co-educational catholic school situated in the Tullysaran area of Armagh parish.

Over the years it has developed strong links to the local church, community and football club.

The staff are committed to the Vision for Catholic Education and the promotion of the Catholic ethos.

- We are firmly committed to:
- The aims of Catholic Education
- Providing effective education for all our children
- Developing positive effective pastoral care systems in our school
- Establishing close links with the home, the parish and the wider community

Our Lady's Primary School seeks to establish an educative community, centred on Christ, so that His values and gospel message pervade the whole life of the school.

We welcome children from other faith traditions and arrangements may be made to withdraw pupils from specific RE lessons. It is our aim to make our pupils feel good about themselves, have high self-esteem and know that they are valued as individuals.

This policy has been developed consistent with **The Education and Libraries (Northern Ireland) Order 2003** and

**DE Circular 2003/13 - WELFARE AND PROTECTION OF PUPILS
EDUCATION AND LIBRARIES (NORTHERN IRELAND) 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

1. Links between this policy and other school policies

Pupil welfare embraces all aspects of pastoral care, including child protection, pupil behaviour, health and well being, safety and security. Our duty to safeguard and promote the welfare of pupils is addressed through our other school policies such as Positive Behaviour / Discipline Policy, Pastoral Care; Acceptable Use of the Internet Policy, Child Protection these children from part or all of the school's Religious Education programme, including collective worship, if requested by the parents.

The whole school staff aim to create a caring environment where children feel safe and secure and are encouraged to feel good about themselves.

2. Definition of Bullying

After consultation with parents, governors, teachers and pupils we as a school have adopted the following definition for determining incidents of bullying in our school

DE Definition

DE defines bullying as

"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)

(NB. not all unkind, unacceptable behaviour is bullying behaviour) Bullying Behaviour is unacceptable, unkind behaviour, which is recurrent/persistent in which a more powerful pupil, or group, 'target' a more vulnerable pupil.)

Principles

- Pupils have a right to learn in a safe and supportive environment, free from intimidation and fear.
- The welfare/well-being 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 are 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-raising training regarding bullying prevention including effective, appropriate strategies for intervention
- Where a concern arises, staff will receive ongoing support from Senior Managers with Pastoral responsibility

Parents will be made aware of our school's practice to prevent and to respond to concerns through parent evenings, consultation processes and where necessary, their active participation in partnership with the school to resolve concerns involving their child

3. The 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 through the following ways;

The parents of the school were consulted via a questionnaire about our policy in March 2011 (The results are attached as an appendix). The School council surveyed the pupils in April 2011. The new school policy was formally be adopted by the Board of Governors at their next meeting.

Copies of the draft policy was circulated to parents in April 2011 A copy has been inserted into our prospectus folder.

We also have Awareness raising programmes eg **P1 Parent Information evening, School Information Folder and regular newsletters**

On going Professional Development and support will be provided for all staff.

We will monitor the effectiveness of our preventative policy - when issues arose how effective were our interventions? What learning is there from these - identify and implement improvement/changes

We will collect data and maintain/review records to monitor and evaluate effectiveness of policy and intervention strategies

A formal review/update of this policy will take place every two years or as required),

4. Preventative Measures

- Formulation (involving all stakeholders) and communication of school wide rules concerning Positive Behaviour expectations (eg classroom charters, posters, displays, incentives, pupil awards, school assemblies, workshops)
- We have a School Curriculum which addresses prejudice, discrimination and Social/Emotional Learning (PDMU/ CIRCLE TIME)
- School wide supervision and effective, consistent behaviour management by all staff.
- Opportunities for developing Positive Peer Relationships (Circle time strategies and training provided re. Peer Support/buddy schemes and School Council)

5. Bullying Behaviours

The following are unacceptable behaviours in our school **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:

1. **Physical bullying** (includes jostling, physical intimidation, punching/kicking, any other physical contact which may include use of weapons)
2. **Verbal bullying** (includes name calling, insults, jokes, threats, spreading rumours)

Indirect bullying (includes isolation, refusal to work with/talk to/play with/help others, interfering with personal property) and includes **Cyber-bullying**: misusing mobile phones and internet programmes to humiliate, threaten and isolate another.

Pupils may be targeted on the basis of race, religion, culture, gender, perceived sexual orientation

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

6. Responsibilities of all Stakeholders

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 is observed.
- 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 respond appropriately.
- 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 pupil 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 to 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:

- *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 **(Mr B Kelly, Mrs.K Comiskey or their class teacher)** and explain the implications of allowing the bullying behaviour to continue unchecked, for themselves and for other pupils.*
- *Advising 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;
- Co-operating 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

7.Procedures for dealing with incidents of bullying

- The school's system for recording incidents will be used (Incident book stored in locked filing cabinet.)
- Information will be gathered from all involved.
- Appropriate interventions will be implemented. Guidance will be sought from the NIABF Interventions Framework and Guidance Document "Responding to Alleged Bullying Behaviour".
- Mr Kelly and Mrs Comiskey will take the lead in all incidents/allegations of bullying.
- Parents will be kept informed at all stages.
- The school may obtain advice, support or make a referral to relevant Support Services eg. EWO, Behaviour Management Team, Education Psychology, Pupil Personal Development Team, Child Protection Support Services. (with parental consent)
- The incident will be monitored.

8. Professional development of Staff

2010/11

**Review of anti-bullying policy and procedures 27th
January 2011--- Mr Mallon (Principal)**

**Listening and Responding to Pupil Concerns 23rd March
2011----- Mr B Kelly and Mrs K Comiskey.**

9. Monitoring and review of policy

**This policy was drawn up in April 2011 and formally
adopted in June 2011. It was reviewed in October
2013.**

**Chair of
Governors _____ Date _____**

Principal _____ Date _____

**(If there are changes to the policy following ratification by the
Board of Governors we will communicate these to you.)**