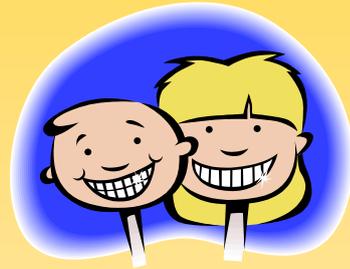


Anti-Bullying Policy



 St. Mary's Primary School 



The Bullying

Date Ratified by Governors: _____

Our School Vision

At St. Mary's we aim to promote the ethos of a Catholic School by creating a **safe** and **happy School Community** where:

- ✚ Everyone feels valued as a member of our inclusive **team** in an atmosphere of **fairness** and **respectfulness**.
- ✚ High standards of learning and teaching take place in a **fun, caring** and stimulating environment which enables everyone to reach their full potential.

Anti-Bullying Policy

1. Aims and Objectives

- To give all pupils have the right to learn in an environment, which is free from intimidation and fear.
- To create an environment within which positive relationships will be fostered and violent behaviour of any sort will be unacceptable.
- To educate all pupils, parents and staff about what constitutes bullying.
- To give equip all with appropriate strategies to deal with bullying.
- To put in place reasonable measures to ensure that bullying situations are resolved and will not reoccur.
- To encourage and educate those that are bullying, making them aware of the feelings of the victim(s).
- The school will seek to involve and inform parents in all areas of its anti-bullying work.

2. Agreed Definition of Bullying Behaviour

Bullying is a form of aggressive, hurtful behaviour, which is persistent and unprovoked. It involves an abuse of power. It may take various forms, including physical, verbal and emotional.

Examples of bullying behaviour include:

- **Physical:** *kicking, nipping, pushing, tripping*
- **Verbal:** *name-calling, teasing, spreading rumours*
- **Emotional:** *excluding from play, threatening, pulling faces*

4. Preventive Strategies

We believe that the implementation of preventive measures will help to reduce the incidence of bullying behaviour.

We will take the following steps:

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.
- We will promote and reward positive behaviour through measures such as awards for caring and friendliness.

Curriculum:

- We will provide a personal safety-teaching programme from P1 - P7. This programme will help children to develop a range of skills including: -
- Respect
- Being able to identify bullying
- Action required to deal with bullying either to themselves or others
- Being assertive
- Communication skills.

Playtime provision:

- We will provide training for teachers, classroom assistants and lunchtime

supervisors in the promotion of positive play and strategies for dealing with incidents of bullying.

5. Agreed Code of Conduct for The School Community

Pupils:

- Pupils have an entitlement to be educated in an environment, which is safe, caring and respectful of their individual needs.
- Pupils have a responsibility to treat all other pupils, teachers and other staff with respect. They have a responsibility to refrain from engaging in bullying behaviour and to report it if they are aware of it occurring.
- Pupils should adopt the policy of ‘**Tell, Tell, Tell**’, be it another pupil or any member of staff with which they feel comfortable or their parents.
- Pupils should not deal with the situation on their own and at no time need feel isolated.
- Pupils should encourage others, who are being bullied, to speak to someone about it.

Parents:

Parents have an entitlement to expect that their child will be educated in an environment, which is safe, caring and respectful of their individual needs.

Parents should: -

- Encourage their children to show respect towards others.
- Explain to their children the importance of rules and high standards of behaviour.
- Inform the school of any incidents of bullying which they are aware of.
- Support the staff when they are dealing with their children whether as a victim or bully.

Staff:

Teachers and other adults in the school community have an entitlement to work in an environment, which is characterised by respect and caring for all.

- Teachers and other adults in the school community have a responsibility to contribute to the creation of such an environment and to work for the well being of all pupils.

6. Procedures for Dealing with Incidences of Bullying Behaviour, Including Contact with Parents and External Agencies

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/Designated Teacher or the Deputy Designated Teacher for Child Protection

b) Investigation of an incident

- This will normally be carried out by the designated teacher for Child Protection, in co-operation with any class teachers concerned.
- Pupils involved will be interviewed and a record made of their responses.
- Parents of all pupils involved will be informed of the school's 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/Designated teacher 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 would use the system of sanctions, which is set out in the school's Positive Behaviour policy.

d) **Reviewing the situation**

The situation will be monitored and formally reviewed within one month of the initial report. The Designated Teacher, in co-operation with the other teachers, pupils and parents concerned, will do this.

e) **Involvement of other agencies in provision of support**

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 3 or 4 that outside help is needed, the school will not hesitate to avail of it.

7. **Links with Other School Policies**

- This Anti-Bullying Policy forms part of the school's overall Pastoral Care Policy.
- It links with the Safe Guarding and 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.

3. Monitoring and Review of the Anti-Bullying Policy

The Principal/Designated Teacher, Mr Cullen and Deputy Designated teachers for Child Protection, Mrs Hagan and Mrs McCaughey will monitor implementation of this policy.

The Board of Governors of St. Mary's Primary School will monitor and review the effectiveness of this Policy and its procedures and update it regularly in line with new initiatives and developments

Date Policy Reviewed: _____

Signed: _____ (Chair of Board of Governors)

_____ (Principal)