

**ST. PATRICK'S PRIMARY &
NURSERY SCHOOL
MAYOBRIDGE**



ANTI-BULLYING POLICY

November 2016

RATIONALE

St. Patrick's Primary & Nursery School Community is wholly opposed to bullying as it is entirely contrary to the 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.

AIMS AND OBJECTIVES OF OUR ANTI-BULLYING POLICY

Our purpose is to provide a safe and secure learning environment for everyone in our school community, one which is conducive to effective teaching and learning, free from intimidation and fear.

This Policy has been drawn up and agreed with all members of staff and governors in liaison with the School Council. It takes account of the legal requirements as outlined in the Special Education Needs and Disability Order (SENDO).

Accordingly, we will continue to work to create an environment within which positive relationships will be fostered. Bullying behaviour **will therefore not be tolerated**.

Should bullying occur, the needs of those targeted by bullying behaviour will be paramount. The school will take all reasonable measures to ensure that the situation is resolved and will not reoccur.

AGREED DEFINITION OF BULLYING BEHAVIOUR

In writing this policy we have consulted with governors, teachers, ancillary staff, pupils and parents. The following definition of bullying has been agreed:

Bullying is deliberately hurtful behaviour repeated over a period of time where it is difficult for the victim to defend him or herself. It may take various forms including physical, verbal and emotional.

Examples of Bullying behaviour include:

Physical: hitting, pinching, punching, elbowing jostling, kicking, tripping, scratching and biting.

Emotional: some forms of exclusion, talking behind backs, circulating nasty notes, covert or subtle intimidations.

Verbal: name calling, teasing, taunting offensive remarks, sarcastic comments, spreading rumours.

Non-Verbal: rude gestures, spitting, pulling faces, dirty looks, staring.

Cyber Bullying: Unwelcome text messages, picture/video clips, bullying via cameras/computers, phone calls, bullying via mobile phones or computers.

Participation and Consultation Process

In reviewing this policy we have been engaged in the following consultation process:

Awareness raising via Anti-Bullying Week 2016

Seeking views of a sample of parents prior to Anti- Bullying week

Seeking views of pupils via Principal's group meetings Nov. 2016

Responsibilities of all staff

Our staff will:

- Foster in our pupils self-esteem, self respect and respect for others.
- Demonstrate by example high standards of personal and social behaviour.
- Discuss bullying with their class so that every pupil learns about the damage it causes to bully and victim and the importance of telling an adult about bullying when it happens.
- Be alert to 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 the designated teacher Mrs Magee or in her absence to Mrs Ryan/Mrs Mc Kinley.
- Follow up any complaint by a parent/other about bullying and report back promptly on the action which has been taken. All matters will be recorded chronologically by the adults involved and retained by the Class Teacher(s) – Mrs Ryan will maintain a Log Book appropriately regarding issues.

Responsibilities of Pupils

We expect our children to:

- Refrain from becoming involved in any kind of bullying.
- Intervene to protect the child who is perceived as 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 any further instances

Anyone who becomes the target of bullies or aware of potential Bullying involving their peers should not suffer in silence but have the courage to speak out, to put an end to their own suffering and that of other children who may be possible targets.

Responsibilities of Parents

Parents should support their children and the school by:

- Watching for signs of distress or unusual behaviour which might be an indication of bullying.
- Advising their children to report any bullying to their class teacher, Mrs Ryan/Mrs Magee/Mrs McKinley and explain the implications of allowing the bullying to continue

- Assuring their child that appropriate action will be taken.
- Keeping a written record of any instances of bullying.
- Informing the school of any suspected bullying, even if their children are not involved.
- Cooperating with the school, if their children are accused of bullying. Attempt to ascertain the truth and point out the implications of bullying, both for the children who are the victims of bullying and the bullies themselves.

Preventative Measures:

We believe that the implementation of preventative measures will help to reduce the incidence of bullying behaviour. We will take the following proactive steps.

1. Ethos and Pastoral Care:

Through the daily living out of our Pastoral Care Policy, we promote the dignity and worth of each individual. We promote the values which will make our pupils caring and responsible citizens. This is facilitated through Principal/Vice Principal led weekly assemblies, class prayer services and positive classroom and playground management where attributes such as caring, friendliness and courtesy are encouraged and rewarded.



2. Curriculum:

Areas of the curriculum are designated to the promotion of positive behaviour and personal safety. The main curriculum area which deals with bullying is PDMU (Personal Development and Mutual Understanding). Within this programme pupils learn to recognise different feelings and emotions and the need to manage them in a safe and positive way. A particular feature of PDMU/Pastoral Care is the school's 'Anti Bullying Week' which is held late November annually.

The children also learn to interact with their peers in an appropriate manner and to use a range of strategies to manage conflict if it arises. Our PDMU programme is further supported by other curriculum areas:

- Grow in Love/Alive O Programmes
- Circle Time
- P7 Transition Programme, which highlights the need for positive assertive Behaviour
- Drama workshops.
- Playtime Buddies where KS2 children interact with the Foundation Stage & KS 1 children
- Playtime Provision
- Anti Bullying week
- **TELL** campaign on an ongoing basis

- Literacy (Novels, poetry and plays with bullying themes)

Our positive behaviour initiative identifies the need for children to interact with each other at playtime through games and activities. Children learn to share their play space. Older children are encouraged to learn new games – younger children avail of activities/toys in marked playground areas. Thus the opportunity for bullying to take place is reduced.

Lunchtime Supervisors have received training in the promotion of positive play.

They are in a position of authority at playtime and take the lead in dealing with incidents of unacceptable behaviour.

Procedures For Dealing with Incidences of Bullying Behaviour

1 **Reporting of an incident:**

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

- The teacher of any child involved
- The Principal/Vice-Principal/Senior Teacher
- The designated teacher for Child Protection (as appropriate)
- Where necessary, the parents of the children involved

2 **Investigation of an incident:**

This will normally be carried out by the class teacher in conjunction with the Principal/Vice principal

Pupils involved will be spoken with and a record made of responses using the Principal's Log Book/Class Teacher's Blue Book/Child Protection Records.

3 **Agreement on a plan for resolution:**

Working with pupils, the class teacher will devise a plan to resolve conflict.

This plan will include targets for acceptable behaviour and will set out support measures which will be provided for the pupils concerned. We will adopt a caring and listening approach for both bullies and victims. We remain mindful that bullies are often victims too!

4 **Sanctions:**

Any disciplinary action required will use the system of sanctions which is set out in the school's Positive Behaviour Policy using an age and situation appropriate approach. **Where/when it is deemed appropriate or in serious cases, parents will be involved immediately.**

Sanctions will range from –

- Offer of an apology
- Reassurance that incident will not be repeated, withdrawal from activities if behaviour of child is considered to be a risk e.g. school outing, additional work.
- In extreme cases the behaviour of individuals will be brought to the attention of the Board of Governors.
- Where 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.

- 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.

Conclusion

This Anti-Bullying Policy forms part of the school's overall Pastoral Care Policy and links closely with the Safeguarding & Child Protection Policy in which the school outlines the steps it will take to protect children from harm. It also links with the school's Positive 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. In addition, it links with the school's Drugs Policy which further promotes the welfare of the children in our care.

Implementation of this policy will be monitored by the Principal, Senior Leadership Team and PDMU Co-ordinator where appropriate, in consultation with staff, parents and children. Feedback from ongoing monitoring will inform amendments. New ideas and strategies will be incorporated accordingly. This policy will be formally evaluated and reviewed every two years i.e. November 2018

Signed: M Ryan (Principal)

N. Lynchehaun (Chairperson of Governors)

March 2017