

Donaghmore Primary School Anti-bullying Policy

Bullying is the repeated action taken by one or more persons with the deliberate intention of hurting another. It may be

- **Physical:** pushing, kicking, hitting, pinching or any use of violence
- **Verbal:** name calling, sarcasm, spreading rumours, teasing
- **Emotional:** excluding, tormenting for example hiding property, threatening gestures, being unfriendly, misusing technology to hurt others' feelings
- **Racist/Sectarian:** racial/religious taunts, graffiti, gestures
- **Sexual:** Unwanted physical contact or abusive/personal comments

Bullying is not stereotypical, bullies and victims do not come in standard shapes and sizes.

Bullying in any form will not be tolerated at Donaghmore Primary School. Any concerns will be carefully investigated and, if substantiated, taken very seriously and acted upon.

Aims

To develop a school ethos in which bullying is regarded as unacceptable.

To provide a safe and secure environment where staff and pupils can work and learn without anxiety.

To develop procedures that produce a consistent response to any bullying incidents which may occur.

Links with other School Policies

This anti-bullying policy is one of a number of pastoral care policies adopted by the school. It is intrinsically linked with the Positive Behaviour Policy and dovetails into the school's existing Child Protection Policy, and Acceptable Use of the Internet Policy.

The Role of Staff

Donaghmore Primary School staff take all forms of bullying seriously, and intervene to prevent incidents from taking place. They will always be vigilant. Our staff will

- Aim to 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 in class so that each 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 if 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 the Principal.
- Follow up any complaint by a parent about bullying, and report back promptly and fully the action which has been taken.
- Deal with observed incidences of bullying promptly and effectively, in accordance with the agreed procedures listed below.

Staff attempt to support all children and establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

If non-teaching staff witness an incident of bullying, they do all they can to support the child who is being bullied and report the incident immediately to the child's class teacher.

If teachers witness an act of bullying or become aware of any bullying taking place they will deal with the issue immediately.

The class teacher of the victim will

1. Reassure him/her that something is being done. Talk to the alleged perpetrator.
2. Listen to all sides.
3. Show understanding.
4. Stress that bullying will not be tolerated.

5. Criticise the behaviour, not the child, trying to make the perpetrator appreciate that he/she is causing suffering.
6. Apply appropriate sanctions if necessary in line with Positive Behaviour Policy.
7. Accept that people who bully have a problem too.
8. Record the incident on a class behaviour sheet and send a copy of the information to the Principal.
9. Inform other staff.
10. Monitor the situation.
11. Allow a 'cooling-off' period.
12. If there is a recurrence, parents of both the victim and the perpetrator will be informed of the situation.
13. Any further incidents will be referred to the Principal.

Teachers will make it clear to children that bullying is unacceptable. Children will be encouraged to inform staff if they feel that they are being bullied and should be assured that their complaint will be taken seriously.

School rules will be stressed, encouraging children to care and look out for each other. 'Reformed' bullies will receive praise and encouragement.

Talking and listening, role-play and circle-time will be used to help children to empathise with victims and with bullies and to develop skills for resolving conflict without resorting to violence.

The older children will be encouraged to play with the younger children and peer mentoring will be introduced if needed.

The Role of the Principal

It is the responsibility of the Principal to implement the school Anti-bullying strategy and to ensure that all staff is aware of the school policy and know how to deal with incidents of bullying. On request the Principal reports to the Governors about the effectiveness of the anti-bullying policy.

The Principal ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Principal draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Principal may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong.

The Principal ensures that all staff receive sufficient training to be equipped to deal with incidents of bullying.

The Principal sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

If a child is repeatedly involved in bullying other children, the Principal will invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Principal may contact external support agencies such as the SELB Behaviour Support Unit and/or Pupil Personal Development Team, Child Welfare or Social Services.

The Role of Pupils

We expect our pupils to

- Refrain from becoming involved in any form 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 incidences.

Anyone who becomes the target of bullies should

- Not suffer in silence but have the courage to speak out.

The Role of Parents

Assist 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 their class teacher and explain the implications of allowing the bullying to continue unchecked.
- 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
- 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, trying to ascertain the truth.

The Role of Governors

The Governors support the Principal in all attempts to eliminate bullying from the school and any incidents of bullying that may occur will be taken very seriously and dealt with appropriately.

Governors will monitor any incidents of bullying that occur and review the effectiveness of this policy tri-annually or more regularly if required. The Governors require the Principal to keep accurate records of all incidences of bullying and to report to the Governors on request about the effectiveness of school anti-bullying strategies.