



St. Aloysius P.S. Anti-Bullying Policy

Summary

2020/21



St Aloysius Primary School is completely opposed to bullying and will not tolerate it. It is entirely contrary to the values and principles we live and work 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.

The school aims to foster values of tolerance and mutual respect through promoting the self-esteem of all members of the school community. We do recognise that bullying is a concern for all of us including pupils, teaching/non-teaching staff, parents and Governors. Tolerance of others' values is extremely important but there may be occasions when pupils need to be shown, through discussion and by example, what is and what is not acceptable both inside and outside our school. Basic standards of good behaviour require that all should be considerate, polite, respectful and helpful towards each other.

This policy takes account of guidance provided by The Dept. of Education and will reflect The Addressing Bullying in Schools Act (NI) 2016

Aims:

The aims of this policy are to:

- Protect the victim as their needs are paramount
- Change the behaviour of the child who is bullying others
- Create an atmosphere where children feel confident to speak out if they feel they are being bullied
- Prevent bullying of any form
- Adopt a consistent approach to dealing with incidents of bullying
- Ensure that all pupils, parents and staff are aware of this policy and their roles and responsibilities in contributing to its success

Definition:

By definition, bullying is behaviour that **intentionally** and **persistently** causes distress to others.

Northern Ireland Anti-Bullying Forum (NIABF) defines bullying as: *"The repeated use of power by one or more people intentionally to harm, hurt or adversely affect the rights and needs of another or others"*

The Department of Education 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'

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 and young people are paramount
- When bullying concerns are identified, our school will work in a restorative and focused 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 encouraged to accept responsibility and change their behaviour
- Where a concern arises, staff will receive on-going support from those on SLT with pastoral responsibility
- Parents will be made aware of our school's practice to prevent and respond to concerns through consultation
- Parents have a right to know their child is safe
- Staff will treat all children fairly
- Staff will ensure school rules are implemented fairly and consistently

Forms of Bullying:

Physical Bullying:

- Hitting, pushing, kicking, tripping, hair-pulling, throwing things, interfering with another's property by stealing, hiding, damaging it
- Extortion/threatening demands for money or other items
- Writing or drawing offensive notes/graffiti about another

Verbal Bullying:

- Name calling, insulting or offensive remarks, taunting
- Ridiculing another's appearance/way of speaking/disability/personal mannerisms/race/colour/religion
- Humiliating another publicly
- Spreading malicious or nasty rumours, threatening, intimidation, mocking

Emotional Bullying

- Excluding/shunning others from group activity/social setting or play
- Belittling another's abilities or achievements
- Rude signs or gestures

Cyber Bullying:

- Misuse of e-mails, images, texts, blogs, tweets, forums and chat rooms to hurt/embarrass/demean/harass/provoke or humiliate another
- Misuse of mobile phones by text messaging/calls or images to hurt/embarrass/demean/harass/provoke or humiliate another
- Unauthorised publication of private information

Racist Bullying:

- Name calling relating to race, colour or religion

Homophobic Bullying:

All of the above categories may be inter-related.

Procedures for Dealing with Bullying

When dealing with bullying behaviour, the school will aim to:

1. Stop the bullying behaviour
2. Protect and support the bullied pupil
3. Change the attitude and behaviour of the bully

Every child can make mistakes and can behave in ways that are hurtful to others. In most cases, a quiet chat and an explanation of how others feel is sufficient to make a difference. We believe that learning from mistakes and being genuinely sorry for them is part of growing up to be a socially well-adjusted person. We believe much can be achieved by talking with the perpetrator and the victim to achieve a resolution and reconciliation. In some cases, however, talking things through will not make enough of a difference and in these cases we reserve the right to apply a range of sanctions. In St. Aloysius Primary School, if any type of bullying is highlighted, the following strategies will be implemented by staff in two stages.

STAGE 1 All staff will:

- Listen to concerns when reported
- Identify those involved in the bullying incident
- Give each pupil the opportunity to talk (The discussion will focus on finding a solution and stop the bullying from reoccurring)
- Staff will remain neutral and avoid direct, closed questions
- The pupils will be helped to find a solution to the disagreement and discuss how this will be put into action
- Other appropriate members of staff will be informed (for example class teacher, classroom assistant, Vice-Principal, Principal)
- Incidents will be recorded as appropriate
- A follow-up meeting/discussion is useful to find out whether the solution has been effective or not

STAGE 2 If the problem is not resolved staff will:

- Implement sanctions as detailed in the school Discipline Policy
- Continue to monitor the situation
- Complete Alleged Bullying Incident Form (Appendix 1) for a significant/repeated or serious one-off incident
- Record details as appropriate and send to Mrs Gray to be filed
- Contact parents at any stage of the procedures, depending on the seriousness of the bullying (for example phone call, letter or request for interview by class teacher/Vice-Principal/Principal)
- Contact outside network of support at any stage of the procedures (for example Education Welfare Officer, PSNI)

INDIVIDUAL RESPONSIBILITIES

All members of the school community have a key role in promoting, implementing and supporting the Anti-Bullying Policy of St. Aloysius Primary School. It is important that there is a collaborative, whole school approach to address any difficulties and to create a safe and happy school environment.

The Responsibilities of Staff - Staff should:

- Promote and sustain good behaviour
- Listen to all reports of bullying
- Address each situation in line with the school procedures
- Work collaboratively with all relevant members of the school community, developing positive partnerships with parents

The Responsibilities of Pupils - We expect our pupils to:

- Avoid inappropriate behaviour which might be considered as bullying
- Report any instances of witnessed or suspected bullying to a member of staff
- Be respectful and supportive to others

The Responsibilities of Parents - We ask our parents to support their children and the school by:

- Advising their children to report any bullying to their class teacher, Mrs Gray (our Designated teacher for Child Protection) or Mrs Milne (our Deputy Designated teacher for Child Protection).
- Working in partnership with the school
- Informing the school of any suspected bullying, even if their children are not involved.
- Co-operating with the school, if their children are accused of bullying, try to ascertain the truth, and point out the implications of bullying, both for the children who are bullied and for the bullies themselves.
- Accepting their role their role in dealing with bullying behaviours which occur outside the school so that they do not interfere with effective teaching and learning during the school day

Resources for the Prevention of Bullying

We encourage a 'whole school approach' in which children and adults work together to create an environment where the message is that bullying is wrong and will not be tolerated is clearly understood.

- All school staff, teaching and non-teaching, will be familiar with the Anti-Bullying policy and procedures for dealing with reports of bullying
- Children will be encouraged to understand their roles in preventing bullying using, for example, drama, role play, circle time
- Children will be guided to understand the feelings of bullied children and to practise the skills they need to avoid bullying
- Use class 'Worry Box' (P3-P7 classes)
- Parents will be issued with a copy of the school's Anti-Bullying Policy every 3 years

Links with Other Policies St. Aloysius Primary School's Anti-Bullying Policy links with other policies such as:

- Safeguarding/Child Protection Policy
- Positive Behaviour/Discipline Policy
- ICT Policy

USEFUL WEBSITES AND TELEPHONE NUMBERS

Department of Education: www.deni.gov.uk
Northern Ireland Anti-Bullying Forum: www.niabf.org.uk
www.thinkuknow.org

Childline 0800 1111
NSPCC 0800 800 5000