

DECEMBER 2017

Long Tower Primary & Nursery School Anti-Bullying Policy



Our Children First

Anti-Bullying Policy

Rationale

Longtower PS seeks to create a caring, Christian community in which every member feels valued, supported and happy. Our aim is to provide for each child a broad and balanced educational experience, within a Catholic setting, suitably differentiated so that the children can achieve their full potential and become contributing members of society. We strive to promote high standards of respect, self-discipline, commitment and self-worth. We hope to assist each individual to apply himself/herself fully and confidently to the learning process and hence acquire the skills, attitudes, concepts and knowledge necessary for a successful and satisfying school and future life. We actively promote positive interpersonal relations between all members of the school community. It is our aim at Longtower Primary and Nursery School to prevent bullying and deal with bullying when it occurs. We seek to provide a safe and secure learning environment and foster a sense of security in each child to develop his/her confidence and independence.

One way in which we seek to protect our pupils is by helping them to recognise unwelcome behaviour in others and acquire the confidence and skills they need to keep themselves safe. We hope to provide a high standard of discipline but not at the expense of our pupils' own self esteem. Our pastoral support principle is that it is better to prevent poor behaviour, rather than merely to react to it with principles.

These values are reflected in our 3 main school rules:

-  Always behave courteously showing good manners and consideration for others
-  Always show respect for your own property as well as the property of others
-  No bullying, No fighting and no rough play in the school at any time

This policy has been developed after consultation with all staff, pupils, parents and governors.

Principles

- ✚ Pupils have a right to learn free from intimidation and fear.
- ✚ The needs of the victim are paramount
- ✚ Schools will not tolerate bullying behaviour
- ✚ Bullied pupils will be listened to
- ✚ Reported incidents will be taken seriously and thoroughly investigated
- ✚ A sense of honesty and fair play will be developed among our children

Definitions of bullying

Bullying is the wilful, conscious desire to hurt, isolate, threaten or frighten someone else. Bullying can mean many different things. There are many ways in which children perceive that they themselves are being bullied. These range from being called names, being teased, being pushed or pulled about and even hit or attacked.

Bullying causes embarrassment, pain or discomfort to someone. It is an abuse of power. It may be perpetrated by individuals or by a group of pupils.

Bullying is an act of aggression with the intention of hurting another person and which results in pain and distress to the victim.

Bullies have their own problems – they may feel upset or angry or feel that they don't fit in – perhaps they have problems outside of school. Maybe they get bullied themselves. They may be scared of getting picked on so they do it first. They want to show off and seem tough. Many bullies don't like themselves and so take it out on someone else.

Perpetrators and Victims

Bullying takes place where there is an imbalance of power of one person or persons over another.

This can be achieved by:

- ✚ The size of the individual,
- ✚ The strength of the individual
- ✚ The numbers or group size involved

- ✚ Anonymity – through the use of cyber bullying or using email, social networking sites, texts etc.

Forms of Bullying

- ✚ Physical violence such as pushing, kicking, punching, or any use of violence.
- ✚ Interfering with other pupil's property by stealing, hiding or damaging it
- ✚ Using offensive names when addressing another pupil
- ✚ Teasing or spreading rumours about another pupil or his/her family
- ✚ Belittling another pupil's abilities and achievements
- ✚ Writing offensive notes or graffiti about another pupil
- ✚ Excluding another pupil from a group activity
- ✚ Ridiculing another pupil's appearance, way of speaking or personal mannerisms
- ✚ Cyber bullying: all areas of internet, such as email and internet chat Twitter, Facebook misuse, Mobile threats by text messaging and calls, Misuse of associated technology, i.e. camera and video facilities, iPad, Games console

Links with Other School Policies

This policy should be read in conjunction with the following policies: Pastoral Care, Child Protection, Positive Behaviour/Discipline Policy, Acceptable use of the Internet Policy, Special Educational Needs.

Participation and Consultation Process

At Longtower we believe that the participation of the whole school community in formulating this policy is crucial.

We have used the following methods to gather data and to talk to parents:

- ✚ Survey/Questionnaires distributed to pupils, parents and whole school staff
- ✚ Discussion and circle time exercises with the pupils
- ✚ Discussion and feedback from class and school councils
- ✚ School assemblies, with parents' present
- ✚ Inviting parents to provide their views on our Monday note
- ✚ Suggestion Box during Anti-Bullying Week in school reception

- ✚ Monitoring, evaluation and review of practice

RESPONSIBILITIES OF ALL STAKEHOLDERS

The Responsibility of the Principal

- ✚ The principal will implement the school anti-bullying strategy and ensure that all staff are aware of the school policy and know how to deal with incidents of bullying. The Principal reports to the governing body about the effectiveness of the anti-bullying policy on request.
- ✚ The Principal ensures that all children know that bullying is wrong and that it is unacceptable behaviour in Longtower Primary School. The Principal draws the attention of children to this fact at assembly and at other times when appropriate.
- ✚ The Principal ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
- ✚ The Principal responds within **ten days** to any request from a parent to investigate incidents of bullying.

The Responsibilities of Staff

Our staff will

- ✚ 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 with all classes, so that every 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 when 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 Miss Brown, designated teacher, or Mrs Hutchison, deputy designated teacher/nursery designated teacher or Mrs Logue, the principal

- ✚ Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken
- ✚ Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures

The Responsibilities of Pupils

We expect our pupils to:

- ✚ Refrain from becoming involved in any kind 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 instances

Anyone who becomes the target of bullies should:

- ✚ Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.
- ✚ Child Line can help: 080011111

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 their class teacher or to Mrs Logue, vice-principal and designated teacher and Mrs Logue Principal. Parents should explain to their children the implications of allowing the bullying to continue unchecked, for themselves and for other pupils
- ✚ 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
- ✚ Keep a written record 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 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

Responsibilities of The Governors

The governing body supports the Principal in all attempts to eliminate bullying from our school. The governors do not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The governing body monitors the incidents of bullying that occur and reviews the effectiveness of the school policy regularly. The governors require the Principal to keep accurate records of all incidents of bullying and to report to the governors, on request, about the effectiveness of school anti-bullying strategies.

The Responsibilities of All

Everyone should:

- ✚ Work together to combat and, hopefully in time to eradicate bullying

Signs and Symptoms for Parents and Staff

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- ✚ is frightened of walking to or from school
- ✚ begs to be driven to school
- ✚ changes their usual routine
- ✚ is unwilling to go to school (school phobic)
- ✚ begins to truant
- ✚ becomes withdrawn anxious, or lacking in confidence
- ✚ starts stammering
- ✚ attempts or threatens suicide or runs away

- ✚ cries themselves to sleep at night or has nightmares
- ✚ feels ill in the morning
- ✚ begins to do make less effort with school work than previously
- ✚ comes home with clothes torn or books damaged
- ✚ has possessions which are damaged or " go missing"
- ✚ asks for money or starts stealing money
- ✚ has dinner or other monies continually "lost"
- ✚ has unexplained cuts or bruises
- ✚ comes home hungry (money / lunch has been stolen)
- ✚ becomes aggressive, disruptive or unreasonable
- ✚ is bullying other children or siblings
- ✚ stops eating
- ✚ is frightened to say what's wrong
- ✚ gives improbable excuses for any of the above
- ✚ is afraid to use the internet or mobile phone
- ✚ is nervous and jumpy when a cyber-message is received
- ✚ lack of eye contact
- ✚ becoming short tempered
- ✚ change in attitude to people at home.
- ✚ These signs and behaviours could indicate other social, emotional and/or mental
- ✚ health problems, but bullying should be considered a possibility and should be
- ✚ investigated

Preventative Interventions to Create a Bully Free Ethos

Through the Curriculum

An anti-bullying culture will be promoted through a well-planned Personal Development and Mutual Understanding programme (P.D.M.U.) which will consider e.g.:

- ✚ Relationships
- ✚ Communication

- ✚ Feelings and Emotions
- ✚ Conflict Resolution
- ✚ Anger Management
- ✚ Personal Safety

Other Strategies

- ✚ School Assemblies
- ✚ Circle Time
- ✚ Highlighting issues during Anti-Bullying week

Responding to Incidents of Bullying Behaviour

The following actions may be taken:

- ✚ Bullying incident reported to relevant member of staff
- ✚ Records kept
- ✚ Contacting parents/carers of all pupils concerned in the bullying incident
- ✚ Investigation
- ✚ Feedback to those concerned
- ✚ Support for both parties
- ✚ Sanctions
- ✚ Plans drawn up to try and resolve the problem
- ✚ Contacting relevant professionals such as EWO, Behaviour Management Team, Education Psychology, CASS etc.
- ✚ The bully's and victim's consequent behaviour will be closely monitored and reviewed

Monitoring and Reviewing

This policy will be reviewed annually and more frequently if the need arises by the Principal, the Vice-principal and other staff members. Parents and children will be consulted in the formation of any new policy.

Signature: _____ Chairperson of the Board of Governors

Signature: _____ Principal

Date: _____

Advice to Pupils

What does it feel like to be bullied?

Bullying hurts. It makes you scared and upset. It can make you so worried that you can't work well at school. It can make you feel that you are no good, that there is something wrong with you. Bullies can make you feel that it is your fault.

Helping a friend

Maybe you are not being bullied, but you know someone who is –perhaps that person is not even a good friend, but a classmate or someone from another class? Have you ever stood around and noticed that someone was being bullied, but weren't sure what, if anything, you could do? Or thought that nothing you could do would make a difference?

DON'T IGNORE BULLYING! You can help. Don't let the bullies get away with thinking no one will do anything. Here are some things you can do and some you can't:

- ✚ Don't rush over and take them on – it might not be safe and you don't want other people to think you are a bully
- ✚ Let the teacher or another adult know what's happening
- ✚ Try to be a friend to the person being bullied
- ✚ Refuse to join in
- ✚ Sometimes you can't sort it out yourself. Ask an adult for help.

How to stop the bullying?

If you are being bullied, you can do something about it. **You** can make a difference!

- ✚ **TELL, TELL, TELL**
- ✚ Practise what you want to say
- ✚ Keep a note or diary of what is happening
- ✚ Don't give up
- ✚ Ask your parents to visit the school

- ✚ Talk over what to do with a friend, a teacher, mum or dad, or someone you trust
- ✚ Remember that teachers have to listen carefully when a child tells them about being bullied

Remember –it’s right to tell an adult that you are being bullied and to ask for their help. But you don’t have to let them take over. You can talk with them about what you would like to happen.