

# Anti-Bullying Policy

## Policy Statement

In Ballyholme Primary School we aim to create a safe, secure and happy environment for all children and staff. As a Rights Respecting School we encourage respect across the whole school community and seek to ensure that all children are protected from harm. (Article 19 UNCRC)

The school aims to develop a whole school approach to dealing with 'bullying incidents' in order to create an environment where all children are able to learn and play together.

## Aims

- To create a safe and secure environment for all
- To increase awareness, prevent, reduce and eradicate bullying in any form
- To provide support and protection for anyone being bullied
- To ensure that all pupils, staff and parents are aware of this policy and their obligations

## Definition

'Bullying is the repeated use of power by one or more persons intentionally to hurt, harm or adversely affect the rights and needs of another or others. '

NI Anti bullying Forum

The term bullying refers to a range of harmful behaviour, both physical and psychological. All bullying behaviour usually has the following four features;

- It is repetitive and persistent
- It is intentionally harmful
- It involves an imbalance of power, leaving someone feeling helpless to prevent it or put a stop to it.
- It causes distress

## Preventative Steps

- Promoting good discipline both in the classroom and playground so that children are aware of consequences of unacceptable behaviour.
- Encouraging parents to inform a supervisor or teacher if they are aware of or suffer from bullying.
- Encouraging parents to inform the school if any incidents of bullying are known to them.

- Recording and investigating as quickly as possible all reported cases of bullying.
- Giving help, support and advice to the victim.
- Ensuring that pupils, parents and staff (both teaching and non-teaching) are aware of the policy on bullying.
- Involving outside agencies for support and advice where appropriate.
- Applying sanctions as outlined in the Positive Behaviour Policy.

### **Individual Responsibilities**

The issue of bullying is a matter of partnership including all pupils, staff and parents.

### **School Responsibilities**

- To provide a safe environment for all children
- Promote an ethos of respect for the individual
- Encourage pupils to tell
- Take all aspects of bullying seriously
- Log all incidents
- Celebrate and promote good behaviour
- Focus attention, advice an anti- bullying education if required, to individuals, groups, classes or year groups.

### **Pupil Responsibilities**

- Report bullying
- Avoid any bullying behaviour
- Pupils should not react aggressively
- Pupils should have respect for themselves and others
- Adhere to and promote the school's code of behaviour and charters

### **Parental Responsibilities**

- Discourage a tendency towards bullying behaviour
- Work in partnership with the school
- Report any concerns to the school
- Stress to children that retaliation is not helpful
- Resolve difficulties occurring outside school to prevent them continuing outside school
- Parents should understand that on-going issues or difficulties experienced outside school, within the community, are beyond the jurisdiction of the school.

### **Procedures for Dealing with Bullying**

- Since we take the problem of bullying seriously, any reported incidents will be dealt with accordingly.
- The problem may be reported by a child, parent etc. to a teacher or supervisor who will deal initially with the situation. If deemed serious, the information will be passed on to the Head of Year/Head of Key Stage. If the issue is still not resolved it will be referred to the Principal or Vice-Principal.
- The incident(s) will be investigated thoroughly including separate discussions with both the person being bullied and the pupil(s) displaying bullying behaviour. All relevant details will be recorded. The outcome of these discussions will be reported to the parents.
- The teacher(s) of the children concerned will also be made aware of what has happened.
- It may be necessary under certain circumstances to impose sanctions of the pupil displaying bullying behaviour. They will be made aware that their behaviour will be closely monitored over a stated period of time. Sanctions may include exclusion from the playground. Refer to Positive Behaviour Policy for further details on sanctions.
- The school may seek advice and support of the Educational Welfare Officer and Educational Psychologist through the Special Needs Code of Practice.

### **Links with other Policies**

This anti-bullying policy should be seen as being closely linked to the schools Pastoral Care, Positive Behaviour and Child Protection Policies.

### **Monitoring and Reviewing the Effectiveness of the Anti-Bullying Policy**

The policy in general will be reviewed annually.

The ultimate responsibilities for the introduction and implementation of the policy remain with the Board of Governors. However, it is important to remember that staff, pupils and parents have an active part to play in the evolution, development and maintenance of this policy