

## Ardstraw Jubilee P.S. Anti-Bullying Policy

### 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.*  
(as defined by the Northern Ireland Anti-Bullying Forum - NIABF)

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.

### Forms of Bullying:

- Physical violence, such as hitting, pushing or spitting at another pupil;
- Interfering with another 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.

Ardstraw Jubilee P.S. is completely opposed to bullying and will not tolerate it. It is entirely contrary to the values and 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.

### 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 Mrs Porter (our Designated Teacher for Child Protection);
- ✓ 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 bully/bullies should -

- ✓ Not suffer in silence, but have the courage to speak out, to put an end to their suffering and that of other potential targets.

#### 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 Mrs Porter or their class teacher, and explain the implications of allowing the bullying to continue unchecked, for themselves and other children;
- ✓ Advising their children not to retaliate violently to any form of bullying;
- ✓ Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken;
- ✓ Keeping 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.

#### The Responsibilities of All:

Everyone should -

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

### Responding to a bullying concern:

We have adopted the NIABF materials 'Effective Responses to Bullying Behaviour' to respond to and deal with incidents of bullying.

Staff will carry out the following when managing a bullying situation:

- ❖ Gather and clarify the facts.
- ❖ Check that the specific behaviour constitutes bullying behaviour as defined in this policy.
- ❖ Check records for any previous incidents.
- ❖ Complete the 'Bullying Concern Assessment Form' (NIABF materials pg 7 - 12 and Appendix A)
- ❖ Choose an appropriate intervention from the Intervention Levels (see NIABF resource pg 16 - 19 and Appendix B for list of interventions we will use).
- ❖ Ensure effective communication amongst all parties.
- ❖ Consider the possible need for -
  1. Parental Involvement
  2. Special Educational Needs Co-ordinator involvement
  3. Risk Assessment
  4. External agency involvement e.g. Child Protection Support Service.
  
- ❖ Refer to the support materials provided for the selected intervention/strategy.
- ❖ Monitor and evaluate the on-going effectiveness of the chosen intervention/strategy.
- ❖ Record actions taken and outcomes achieved.
- ❖ Review the outcomes to determine whether further action is required and progress accordingly (refer to Part 2 of the Bullying Concern Assessment Form).

**It is always important to maintain a positive relationship with the pupil - focus on the behaviour and not the pupil.**

Implementing the above process will provide opportunities for self-reflection, development and learning for all parties concerned, resulting in the effective management of bullying incidents.

This reflection will inform and guide the on-going review and development of our school's anti-bullying policy, procedures and practice.