



ANTI-BULLYING POLICY





Anti-Bullying Policy.

Greenisland Primary School is completely opposed to bullying and will not tolerate it. It is contrary to the values and principles we 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.

Definition of Bullying

'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.'

Northern Ireland Anti-Bullying Forum (NIABF)

The term bullying usually 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 is an imbalance of power, leaving someone feeling helpless to prevent it or put a stop to it.
- It causes distress.

Aims of our Anti-Bullying Policy

- ✓ To maintain a secure, safe and happy environment for all our children and staff.
- ✓ To prevent, as far as humanly possible, bullying in any form.
- ✓ To deal consistently and promptly with any incidents of bullying that may arise.

Reluctance to Report Bullying

It is important to appreciate that many pupils are reluctant to immediately report an incident of bullying. This may be due to a number of reasons, such as fear of reprisals, feelings of low self-esteem, guilt, embarrassment or fear of not being believed. It is therefore essential that all members of the school and home community take responsibility for raising awareness.

The success of our anti-bullying policy depends on the roles and responsibility of the school, pupils and the parents.

Types of Bullying may include:

- Physical: pushing, kicking, hitting, pinching, any form of violence, threats;
- Verbal: name-calling, sarcasm, spreading rumours, persistent teasing;
- Emotional: tormenting, threatening ridicule, humiliation, exclusion from groups or activities;
- Sectarian / Racist: taunts, graffiti, gestures;
- Via the internet and social media (See E-safety Policy)
- Sexual: unwanted physical contact, abusive comments.

Signs of bullying might include:

- unwillingness to come to school;
- withdrawn, isolated behaviour;
- complaining about missing possessions;
- refusal to talk about the problem;
- being easily distressed;
- standard of work falling;
- rate of progress much less than expected
- bedwetting
- damaged or incomplete work.

Responsibilities of Staff

- ✓ 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 in our pupils.
- ✓ Discuss bullying with all classes so that every pupil learns about the hurt it causes to both the child who is being bullied and to the child who is displaying bullying behaviour.
- ✓ Staff will continually reinforce the importance of telling a trusted member of staff about bullying when it happens.
- ✓ Be alert to signs of distress and other 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 a member of the Senior Leadership Team (SLT).
- ✓ Keep records of reported incidents and where there is a repeated incident of bullying, report the matter promptly to MrMcGuckin, or Mrs Falls.
- ✓ Follow up any concern by a parent about bullying and report back promptly and fully on the action that has been taken.
- ✓ Deal with observed instances of bullying promptly and effectively in accordance with agreed procedures.
- ✓ Use PDMU time and school assemblies to promote opportunities to discuss the subject.

Responsibilities of Ancillary Staff and all other adults connected with the school for Clubs and Activities

- All staff and adults working with pupils (includes sports coaches and adults leading after-school activities) should be vigilant in looking for signs of bullying.
- They should report any incident of bullying or suspected bullying to the class teacher or in the absence of the teacher, a member of the SLT.
- During lunch times supervisory staff will assist with playground games and help maximise the use children make of the play equipment and playground markings.
- They will closely monitor children's involvement in activities.

Responsibilities of our Pupils

We expect our pupils to:

- Not suffer in silence if they should become the victims of bullying;
- Refrain from becoming involved in any form of bullying;
- Report to a member of staff any witnessed or suspected instances of bullying;
- Intervene to protect the pupil who is being bullied by reporting the incident to an adult.

Responsibilities of our Parents

We ask our parents to support us by:

- Advising their children to report any incidents of bullying to their teacher or any other staff.
- Watching for any signs of their child being bullied;
- Reassuring their child that something can and will be done to stop the bullying;
- Informing the school of any suspected bullying;
- Advising their child not to retaliate to any form of bullying;
- Co-operating with the school in matters of bullying - if their child is being bullied or if their child is displaying the bullying behaviour.

Parents must not approach another child about a behaviour matter or an incident of suspected bullying in Greenisland Primary School. All concerns must be brought directly to school staff in line with school policy.

In Greenisland Primary School we believe it is the responsibility of all involved in the school community to work together to combat and eradicate bullying in our school.



Procedures for dealing with Incidents of Bullying

When an incident of bullying is reported to a teacher the following procedure is followed:

- ✓ Listen carefully to all the pupils involved;
- ✓ Record details;
- ✓ Assure the child who is being bullied that the matter will be dealt with as soon as possible;
- ✓ The teacher will check previous notes and where necessary speak to other staff members to assess if this is a repeated incident of bullying;
- ✓ After investigation and if the alleged incident of bullying has been confirmed, the teacher will contact the parents of both the child who is being bullied and the child who is displaying bullying behaviour to inform them of the incident;
- ✓ The child who is displaying bullying behaviour will be made aware of the hurt and distress caused and reparation will be encouraged;
- ✓ The child who is displaying bullying behaviour will be given a warning and will be informed of the consequences (in line with positive behaviour policy) if he/she is involved in any further bullying incidents;
- ✓ Parents will be informed of action taken and the teacher and other staff connected with the class will continue to monitor the situation;
- ✓ The Principal/Vice Principal, or Key Stage Coordinator may speak to the child/children involved and their parents if considered appropriate at this stage;
- ✓ A written record of the incident and the action taken will be forwarded to the Principal/Vice Principal.

A Repeated Occurrence of Bullying

Where there is a repeated occurrence of bullying brought to a teacher's attention, the teacher will reassure the pupil and the parents that the matter will be fully investigated.

- ✓ The teacher will carefully record all details.
- ✓ The class teacher will report the incident to Mr McGuckin, Principal, or in his absence, the Vice Principal, Mrs Falls.
- ✓ A pupil accused of bullying will be interviewed by the class teacher and a member of the SLT/VP or the Principal (age and maturity of the child will be taken into consideration).

- ✓ The child who is being bullied and any witnesses will also be interviewed separately;
- ✓ Both children (person accused of bullying behaviour and the child being bullied) may be interviewed together unless the child who is being bullied is unwilling to allow this to happen.
- ✓ Notes of meetings will be passed to the Principal.
- ✓ All parties will be made aware of the effect of bullying behaviour and will be reminded of the school policy on bullying.
- ✓ Parents of both pupils/parties will be informed when bullying occurs and the action the school will be taking.
- ✓ An interview with the parents of the child who is displaying bullying behaviour will be arranged. Their child will also be present. The inappropriateness of the behaviour in line with the school's values will be discussed. Consequences/Sanctions in line with school's positive behaviour policy will be administered.
- ✓ The child who is being bullied and his/her parents will be informed of action taken.
- ✓ The situation will be monitored in school and any further instances reported promptly to the Principal or Vice Principal.
- ✓ There will be regular communication with the bullied pupil to assess on-going effectiveness of action taken and to monitor the pupil's well-being.
- ✓ There will also be regular communication with the child who is displaying the bullying behaviour encouraging reflection on his/ her negative behaviour and rectifying the situation to restore the well-being of all involved.

Addressing Anti-Bullying across the Curriculum

Preventative strategies have a high priority in minimising bullying. The theme of bullying will be specifically addressed across a number of subject areas:

- In Religious Education through assemblies dealing with respect for others and Christian values;
- In Literacy through the use of stories, plays and poems, in Drama through the use of role play;
- In Art through reflective illustrations;
- In Personal Development and Mutual Understanding, learning about ourselves and learning to respect differences;
- In the Paths Plus Programme, supported by Barnardo's;
- In our delivery of Emotional Intelligence, addressing feelings and emotions.