

Our Lady and St Patrick Primary School



Policy On Bullying

In Our Lady and St Patrick Primary School, in keeping with our Catholic Ethos and our Mission Statement on Pastoral Care and Child Protection, we aim to create a school which is a safe, secure and happy place for our staff and pupils. A co-ordinated and consistent approach is necessary so that every child will recognise the worth and value of each individual and encourage the acceptance of responsibility and showing self-respect and respect for others. This atmosphere of caring is based upon good relationships and co-operation between staff, pupils and parents. As Catholic teachers in a “Caring School” we are concerned for the needs and well-being of each child and will take whatever steps are necessary to eliminate “Bullying” from our school.

DEFINITION OF BULLYING

Bullying may be defined as *“behaviour by one or more pupils which produces damaging or hurtful effects, physically, or emotionally, to any individual.”*

Bullying can be –

Physical

This can be pushing, shoving, kicking, hitting, spitting, etc

Verbal

This can include name calling, taunting, hurtful insults, circulating notes, etc

Social

A child can be isolated, excluded, ignored by some or all of the class, friendship / year group.

Intimidation

A child can be forced to do something he / she does not want to due to threats.

Damage to Property

A child may have his / her property damaged, hidden or stolen.

GENERAL AIMS

The general aims of this policy within the ethos of the whole school are:

- To prevent, reduce and eradicate bullying in any form.
- To have a consistent approach for dealing with incidents of bullying.
- To ensure that all pupils, staff and parents are aware of this policy and their obligations.
- To create a safe and secure environment for all.

STANDARDS

All bullying is unacceptable.

We, the staff, recognise the harmful effect of bullying on pupils and will actively work to minimise the risks.

Victims and perpetrators need to be treated in a supportive manner.

Bullying is likely to have a harmful effect on pupil's performance / attainment and on their general well-being.

ACTION TO REDUCE BULLYING

Among the activities which the school will establish and maintain in an effort to reduce bullying behaviour are:

- A code of behaviour – simple and easy to understand rules, firm but fair discipline.
- A list of agreed procedures for responding to incidents, including sanctions against perpetrators.
- A named person, namely the designated teacher for Child protection, to co-ordinate and monitor policy and incidents.
- Periodically reviewing and reporting to appropriate bodies.
- Procedures for logging incidents and contacting parents.
- Periodically communicate policy to the whole school community.
- Ensure that pupils, staff and parents are aware of their responsibilities.
- Take preventative measures such as alteration to the school environment, procedures and practices in order to reduce the risk of bullying behaviour occurring.
- Staff training (including non-teaching staff) to ensure that all individuals are competent in delivering the policy.
- Establish regular and appropriate staff/pupil forums to discuss current bullying issues – Circletime.
- Provide appropriate advice for victims and perpetrators.

INDIVIDUAL RESPONSIBILITIES

It is important that all individuals recognise the difficulties which may be encountered in implementing the Anti-bullying Policy.

Staff should:

- Take all reports of bullying seriously.
- Log all incidents.
- In line with agreed procedures give feedback to all concerned.
- Participate in regular training
- Celebrate good behaviour.

Pupils should:

- Act in a respectful and supportive manner to all other pupils.
- Adhere to and promote the Anti-Bullying Policy/Procedures.
- Report all incidents of bullying – silence is the bully's best weapon!
- Children should not be bullied – it is **WRONG!**
- Be assertive – shout “NO”. walk away – go straight to a member of staff. You will get support – teachers have ways of dealing with bullied without getting you into trouble.
- Do not stand and look on if someone is being bullied. Don't pretend to be friends with a bully. Tell an adult.

Parents should:

- Stress to children the importance of social behaviour – respect for others.
- Report any concerns to the school.
- Actively support the school's Anti-Bullying Policy.

DISCIPLINARY STAGES

Depending on where the incident occurs it should be reported to –

- The person on duty.
 - Class teacher
 - Vice Principal
 - Principal (if major go straight to the Vice Principal or Principal)
- Where appropriate a written record of the incident will be kept.
(See Appendix 1)

EVALUATION AND PROCEDURES

In order to assess the effectiveness of our Policy, we should measure

- Reported incidents over a period of time.
- Analyse incidence by age, etc
- Collective qualitative data on consequences of bullying eg: truancy, deterioration of standards in homework, school work, attitudes and so on.

POLICY OWNERSHIP

This policy will be considered to be a living document. As such it will be periodically reviewed and updated.

The ultimate responsibility and implementation will rest with the Board of Governors of Our Lady and St Patrick PS. 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.

LINKS WITH OTHER POLICIES

The Anti-Bullying Policy is in keeping with the school's Mission Statement, its Aims and Objectives, its Pastoral care, Positive Behaviour and Child Protection Policies and is intended to help provide a safe and caring environment for all our pupils.

APPENDIX 1

Name / Names of children involved:

Brief Account of incident(s):

Initial Action Taken:

Follow-up Action Taken:

Communication with Parents:

Teacher: _____

Date: _____