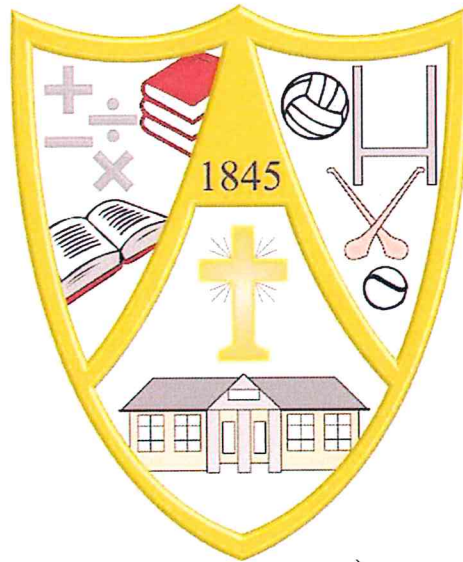


Jonesborough Primary School Anti-Bullying Policy



Anti-Bullying Policy

The Jonesboro' Primary School Community repudiates bullying behaviour of any kind, to any member of the school community, by any member of the school community.

Jonesboro' Primary School aims to provide a working, caring and happy environment in which the potential of every child can be realised.

We wish to promote in all our pupils such values as will make them caring, responsible citizens.

We believe in the dignity and worth of each individual and in the development of the whole person.

All members of staff share these values and work to ensure a pupil-centred approach in which caring is a shared responsibility of all staff.

Introduction

The Bullying Policy of Jonesborough P.S. has been developed after consultation with pupils, parents, staff & Board of Governors and formulated in accordance with current legislation and Department of Education (DE) guidance including

- Health and Safety at Work NI Order 1978 The Children (Northern Ireland) Order 1995
- The Human Rights Act 1998
- The Education(Northern Ireland) Order 1998 Article 3
- Welfare and Protection of Pupils Education and Libraries(Northern Ireland) Order 2003
- The Education (2006 Order)(Commencement No.2) Order (Northern Ireland) 2007
- The Education (School Development Plans) Regulations (Northern Ireland) 2010
- Addressing Bullying in Schools Act (Northern Ireland) 2016

Bullying affects everyone, not just bullies and victims. It also affects those other children who watch, and less aggressive pupils can be drawn in by group pressure. Bullying is not an inevitable part of school life nor a necessary part of growing up, and it rarely sorts itself out. It is clear that certain jokes, insults, intimidating/threatening behaviour, written abuse and violence are to be found in our society. No one person or group, whether staff or pupil, should have to accept this type of behaviour. Only when all issues of bullying are addressed, will a child best be able to benefit from the opportunities available at the school.

Why Is An Anti-Bullying Policy Necessary?

We in Jonesboro' P.S. believe that its pupils have the right to learn in a supportive, caring and safe environment without the fear of being bullied.

All institutions, large and small, contain some numbers of pupils with the potential for bullying behaviour.

Aims

It is our aim that every child will achieve his/her potential without fear of being bullied while attending Jonesborough Primary School. To this end we at Jonesborough P.S will follow certain procedures to ensure that pupils are aware of bullying, its possibilities, its dangers and how to deal with it. Bullying incidents will be dealt with quickly and effectively.

We hope to achieve these aims through the development of an atmosphere within the school which will:

- i. Not to be conducive to bullying and will build sufficient confidence in children to ensure that they will not readily be perceived by others as potential victims.
- ii. Encourage children to confide in their class teacher or any other member of staff whom they trust, on occasions when they have felt themselves to be the victims of bullying or have witnessed others enduring such an experience.
- iii. Not see the disclosure of bullying as "tale telling"
 - a. At Jonesborough Primary School we will cover the topics of bullying at appropriate times using assemblies and circle-time. This will include helping our pupils to develop life skills which will help them to deal effectively with situations in which they feel threatened.
 - b. Through the implementation of specific procedures so that a course of action is evident and the situation is resolved.

What Is Bullying?

Bullying includes, but is not limited to, the repeated use of-

- a. Any verbal, written or electronic communication
- b. Any other act, or
- c. Any combination of those, by a pupil or group of pupils against another pupil or group of pupils, with the intention of causing physical or emotional harm to that pupil or group of pupils.

Bullying can occur through several types of anti-social behaviour. It can be:

- **Physical.** A child can be physically punched, kicked, hit, spat at, etc.

- **Verbal.** Verbal abuse can take the form of name calling. It may be directed towards physical/social disability, or personality, sexuality or family, academic performance, etc.
- **Exclusion.** A child can be bullied simply by being excluded from discussions or activities with those they believe to be their friends.
- **Damage To Property Or Theft.** Pupils may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hand over property to them.

What Bullying Is Not

Bullying is *not* an isolated incident of aggression between children. Disputes will take place, and will be dealt with accordingly. Unpleasant as these incidents are, they are not bullying and should not be reported as such.

Links with other school Policies.

This anti-bullying policy forms part of the school's overall Pastoral Care policy.

It links with the child protection policy in which the school outlines the steps it will take to protect children from harm and develop their personal safety strategies.

It links with the discipline policy in which the school outlines the types of behaviour which are considered appropriate and inappropriate, together with the sanctions which will be used as part of the disciplinary process.

Prevention Strategies

We believe that the implementation of preventive measures will help to reduce the incidence of bullying behaviour.

We will take the following steps:

Ethos and pastoral care:

We will seek to be a "listening school", in which pupils are encouraged to express their feelings, fears and concerns. This will be facilitated through measures such as Circle Time.

We will promote and reward positive behaviour through measures such as awards for caring and friendliness.

Curriculum:

Through our Religious Personal development, and safety teaching we aim to help children to develop a range of skills including assertiveness and communication skills.

Playtime provision:

We will ensure that teachers, classroom assistants and lunchtime supervisors are active in the promotion of positive play and strategies for dealing with incidents of bullying.

Agreed code of conduct for the school community**Pupils:**

Pupils have an entitlement to be educated in an environment which is safe, caring and respectful of their individual needs.

Pupils have a responsibility to treat all other pupils, teachers and other staff with respect. They have a responsibility to refrain from engaging in bullying behaviour and to report it if they are aware of it occurring.

Parents:

Parents have an entitlement to expect that their child will be educated in an environment which is safe, caring and respectful of their individual needs.

Parents have a responsibility to ensure that their child co-operates with teachers, other staff and other pupils. They have a responsibility to inform the school of any incidents of bullying which they are aware of.

Teachers and other staff:

Teachers and other adults in the school community have an entitlement to work in an environment which is characterised by respect and caring for all.

Teachers and other adults in the school community have a responsibility to contribute to the creation of such an environment and to work for the well being of all pupils.

Procedures for dealing with incidences of bullying behaviour, including contact with parents and external agencies

Each case of bullying will be dealt with individually and follow-up action will be tailored to meet the individual needs of the pupils concerned.

The following steps will be followed.

1. Reporting of an incident

When a bullying incident is reported, the information will be passed on to the following people:

The teacher of any child involved

The principal

The designated teacher for child protection

2. Investigation of an incident

This will normally be carried out by the principal/designated teacher for child protection, in co-operation with any class teachers or additional staff members - as is necessary.

Pupils involved will be interviewed and a record made of their responses using the school's incident report form.

Parents will be informed of the school's action up to this point and will be kept informed of subsequent action.

3. Agreeing a plan for resolution

Working with the pupils concerned, the designated teacher will devise a plan for resolution of the conflict. This plan will include targets for acceptable behaviour and will set out support measures which will be provided for the pupils concerned.

Any disciplinary action required will use the system of sanctions which is set out in the school's discipline policy.

4. Reviewing the situation

The situation will be monitored and formally reviewed within one month of the initial report. This will be done by the designated teacher, in co-operation with the other teachers, pupils and parents concerned.

5. Involvement of other agencies in provision of support

When necessary, the school will draw on support from a range of outside agencies including Education Welfare Officer, Behaviour Management Team and the Educational Psychology Service. In most instances, the school will seek to deal with the situation from within its own resources. However, if it becomes clear at step 3 or 4 that outside help is needed, the school will not hesitate to avail of it.

6. Exceptional Circumstances

In extreme circumstances where procedures listed have been exhausted or deemed inappropriate, the school will refer to the recommendations laid out in the school's discipline policy.

Off Site

Whilst we will try to influence children's behaviour and attitudes outside of school grounds, reported incident of bullying off site are beyond our remit, unless children are participating in an organised/school supervised activity. However the school will endeavour to provide advice and counselling as part of our Catholic ethos, should such incidents come to our attention.

Monitoring and review of the anti-bullying policy

Implementation of this policy will be monitored by the principal and designated teacher for child protection. A report on implementation will be provided annually to the Board of Governors, within the overall report on pastoral care provision. This policy will be formally evaluated and reviewed every three years.

Signed _____

Date _____