**St Oliver’s**

**Primary School**



**ANTI-BULLYING POLICY**

**Policy Review**

**Date Agreed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Next Date Review Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Signed by Chair of Governors:**

 **ST. OLIVER’S P.S. CARRICKROVADDY**

**Anti-bullying policy**

*“Children have the right to be protected from all forms of violence (physical and mental). They must be kept from harm and they must be given proper care by those looking after them”.*

Article 19 U.N. Convention on the Rights of the Child 1992

1. **School Mission Statement**

We at St. Oliver’s Primary School Carrickrovaddy seek to provide a happy and caring environment that promotes respect for all ages and abilities, where children are given the confidence and assistance to develop their full potential.

Our aim is to ensure that each pupil and adult that enters our school does so with a sense of enjoyment where there is an ethos of fairness, tolerance and respect for others.

Everyone is encouraged to develop their self-belief and have confidence in their own abilities. We want a culture of achievement and improvement where high expectations are set and assistance is given to achieve. The welfare of all pupils and staff is of paramount importance and everyone is aware of their responsibilities.

Teachers are committed to being enthusiastic, reflective and dedicated to improving learning.

Being a small community-based school, we are determined to continue to foster good relationships with our parents, Governors, local schools and the wider community.

1. **Aims and Objectives of our Anti-Bullying Policy**

We believe that all pupils have the right to learn in an environment which is free from intimidation and fear.

Accordingly, we will work to create an environment within which positive relationships will be fostered and violent behaviour of any sort will be unacceptable.

Within such an environment, bullying behaviour will not be tolerated.

Should bullying behaviour occur, support will be provided for the target and pupil displaying bullying behaviour.

The school will work in partnership with staff, parents and children to ensure that any incidences of bullying behaviour are responded to.

1. **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.

Bullying is a highly distressing and damaging form of abuse and is not tolerated in our school. All staff are vigilant at all times to the possibility of bullying occurring, and will take immediate steps to stop it happening and to protect and reassure the victim and to discipline the bully.

1. **Agreed definition of bullying behaviour**

Following consultation with governors, teachers, pupils’ parents and ancillary staff, the following definition of bullying behaviour has been agreed:

The repeated use of power by one or more people intentionally to harm, hurt or adversely affect the rights and needs or another or other, adapted by the N. Ireland Anti Bullying Forum.

**Physical**: kicking, nipping, pushing, tripping

**Verbal**: name-calling, teasing, spreading rumours

**Emotional**: excluding from play, threatening, pulling faces

If unchecked, bullying can be profoundly damaging to the victim in both the short and longer term, emotionally or physically or both, and can seriously disrupt or impair the capacity to learn and develop.

1. **Preventive 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, peer assistance, playground management, staff observations, buddy benches and supervisory arrangements.

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

**Curriculum:**

Have a Personal Safety Programme which promotes pupils’ consideration and respect for others, enhances their self-respect, confidence and self-esteem and, through suitably challenging classroom approaches (PDMU etc.), provide opportunities for them to develop their assertiveness and self-protection skills.

**Playtime provision:**

We will provide training for teachers, classroom assistants and lunchtime supervisors in the promotion of positive play and strategies for dealing with incidents of bullying.

1. **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.

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

**Guidelines for teachers:**

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 recorded and passed on to the following people:

The teacher of any child involved

The Principal

The designated teacher for child protection

1. Investigation of an incident

This will normally be carried out by the principal and/ or the designated teacher for child protection in co-operation with any class teachers concerned.

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

Parents of pupils involved will be informed of the bullying concern when appropriate.

1. Agreeing a plan for resolution

Working with the pupils concerned the designated teacher will assess and plan appropriate intervention with reference to the schools discipline policy and the N. Ireland Anti Bullying Forum Resource. This plan will include targets for acceptable behaviour and will set out support measures which will be provided for the pupils concerned.

1. Reviewing the situation

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

1. 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 PPDS Service. The school will seek to deal with the situation from within its own resources, but will not hesitate to avail of additional support from outside agencies, if necessary.

**Guidelines for Parents:**

If you think your child is being bullied:

1. DISCUSS the situation with your child (if they tell you).

Be calm

Show sensitivity

Show concern

If your child is unwilling to tell you (for whatever reason) try to make them understand that the situation will not improve until action is taken/ they tell someone.

1. ALWAYS inform someone at school and/or encourage your child to tell a member of staff. If your child will not give any details to you, please still inform us of your concern.

Every report will be dealt with individually, sensitively and in confidence.

The school will take appropriate action in line with the school policy.

If you wish to discuss any of these matters please do not hesitate to contact the school.

Any complaint by a parent that their child is, or may be, being bullied will be fully investigated by the Principal and the Designated Teacher for Child Protection (Mrs Murphy) and team action will be taken to protect the victim. This will usually include ensuring that another child or small group of children befriends and supports the victim during the school day. A parent making a complaint about bullying will have a personal response from the designated teacher outlining the action being taken.

**Guidelines for Pupils:**

* treat all other pupils, teachers and other staff with respect
* refrain from engaging in bullying behaviour
* report bullying behaviour it if they are aware of it
1. **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.