

All Children's Integrated Primary School

Anti-Bullying Policy



Policy to be next reviewed/ratified by BoG in 2024-25

Policy Statement

The anti-bullying policy reflects the school mission statement with a view to providing a secure and caring environment where there is effective learning and teaching and everyone has the best possible opportunities to develop to their full potential. The school aims to foster values of tolerance and mutual respect through promoting the self-esteem of all members of the school community to make school a safe and friendly place where we celebrate difference. In All Children's Controlled Integrated Primary School bullying behaviour is contrary to the school ethos.

Aims: -

- To prevent bullying in any form.
- To adopt a consistent approach to dealing with incidents of bullying.
- To create an emotionally safe environment where positive relationships can develop.
- To ensure that all pupils, parents and staff are aware of this policy and their roles and responsibilities in contributing to its success.

Definition of Bullying

Bullying can be defined as "the repeated use of power by one or more persons intentionally to harm, hurt or adversely affect the rights or needs of another or others".

Bullying can take many different forms -

- Physical: (kicking, hitting, tripping, pushing etc.)
- Verbal: (inappropriate language, malicious gossip, offensive name-calling, spreading rumours, teasing, etc.)
- Social/Non-Verbal: (excluding, offensive gestures, getting people into trouble, unpleasant notes/text messages, etc.)
- Emotional: (personal comments/graffiti about others, making people feel unhappy/isolated etc.)
- Cyber bullying
- Racial and homophobic bullying
- Sectarian
- Disablist
- Transphobic

These categories may be interrelated.

Strategies to Prevent or Reduce Bullying

All Children's Controlled Integrated Primary School will establish and maintain the following strategies to prevent and reduce bullying behaviour:

Ensure that all staff (teaching and non-teaching), parents and pupils and all members of the school community are aware of the school code of conduct (rules), as set out in the school positive behaviour policy.

Ensure that all staff (teaching and non-teaching), parents and pupils and all members of the school community are aware of their responsibilities to prevent and reduce bullying.

Ensure that awareness is raised through:

- staff training (teaching and non-teaching staff) to ensure that all individuals are competent in implementing the policy
- areas of the curriculum
- communicating the policy to all members of the school community

Ensure that agreed procedures are in place for effectively dealing with bullying.

Ensure that all members of the school community take proactive measures, especially in key areas and at key times, to reduce the risk of bullying behaviour occurring.

Ensure that the policy is implemented.

Ensure that the policy is reviewed and updated regularly.

Procedures for Dealing with Bullying

When dealing with bullying behaviour the school will aim to:

1. Stop the bullying behaviour.
2. Protect and support the bullied pupil.
3. Change the attitude and behaviour of the bully.

In All Children's Controlled Integrated Primary School the following strategies will be implemented by all staff:

- Co-operative group work
 - Circle Time
 - Circle of Friends
 - Method of Shared Concern
 - Playground friends for Key Stage 1
 - Assertiveness Training
 - The No Blame Approach
 - Active Listening/Counselling Based Approaches
 - Working with the bully and working with the bullied person
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- If the problem is not resolved implement procedures within the hierarchy of sanctions (refer to Positive Behaviour Policy).
 - Continue to monitor the situation.
 - Contact parents if necessary at any stage of the procedures, depending on the seriousness of the bullying e.g. phone call, letter or request for interview by teacher responsible/Principal.
 - If necessary, contact outside network of support at any stage of the procedures e.g. Education Welfare Officer, Behaviour Support Team, Police.

Individual Responsibilities

All members of the school community have a key role in promoting, implementing and supporting the anti-bullying policy of All Children's Controlled Integrated Primary School. It is important that there is a collaborative whole school approach to address any difficulties which may be encountered.

The Role of the Board of Governors

The Board of Governors supports the Principal in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the Governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Board of Governors are informed of incidents of bullying that occur, and review the effectiveness of the school policy regularly. The governors require the Principal to keep accurate records of all incidents of bullying and to report to the Governors on request about the effectiveness of school anti-bullying strategies.

The Principal

It is the responsibility of the Principal to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Principal reports to the Board of Governors about the effectiveness of the anti-bullying policy on request.

The Principal ensures that all children know that bullying is wrong and that it is unacceptable behaviour in this school. The Principal draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Principal may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.

The Principal ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The Principal sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The Principal will take seriously any reports of bullying behaviour between teacher/child and teacher/teacher. As such the Dignity at Work and Complaints Procedures will be followed.

Staff should:

- provide a safe, secure and caring environment.
- promote and sustain good behaviour.
- listen to all reports of bullying.
- address each situation in line with procedures.
- work collaboratively with all relevant members of the school community developing positive partnerships with parents.

Pupils should:

- follow the school's code of conduct
- avoid inappropriate behaviour which might be considered as bullying.
- be respectful and supportive to others.
- Report all incidents of bullying (if you are being bullied or if another pupil is being bullied - TELL SOMEONE).

Parents should:

- work in partnership with the school.
- report any concerns to the school.
- discourage behaviours which might be considered as bullying
- accept their role in dealing with bullying behaviours which occur outside the school so that they do not interfere with effective learning and teaching during the school day.
- stress to their children that retaliation is not helpful.
- contact the school secretary to arrange an appointment with the appropriate member of staff to discuss concerns.

Links With Other Policies

All Children's Controlled Integrated Primary School's Anti-Bullying Policy is set in the context of our Pastoral Care Programme and reflects our Mission Statement. It links with other policies such as:

Child Protection

Positive Behaviour

Special Educational Needs

Health and Safety

Relationship and Sexuality

Pastoral Care

Acceptable Use of Internet/E-Safety

Code of Conduct for dealing with Extreme/Violent or Dangerous Behaviour

Mobile Phone Policy

Curricular Policies

Monitoring and Evaluation

This policy was formulated by the Education Authority and the teaching staff in consultation with staff, pupils and parents. It has been approved by the Board of Governors and it is the intention of the staff to review and update it regularly.

We would like to acknowledge the advice and support from the Behaviour Support Team.

It is important to remember that staff, pupils and parents all have an active part to play in the implementation and maintenance of this policy.