



ANTI-BULLYING POLICY (March 2017)

Article 19

Governments should ensure that children are properly cared for, and protect them from violence, abuse and neglect by their parents or anyone else who looks after them.'

In Rathmore Primary School we aim to create a safe, secure and happy environment for all children and staff. As a Rights Respecting School we encourage respect across the whole school community and seek to ensure that all children are protected from harm. (Article 19 UNCRC)

DEFINITION OF BULLYING (NIABF)

'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.'

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

The School's View

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

The Responsibilities of Staff

Our 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 of our pupils;
- Promote good discipline within the classroom and playground
- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is being bullied and to the child who is displaying bullying behaviour, and the importance of telling a teacher about bullying when it happens;

- Be alert to signs of distress and other possible 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 the Designated Teachers for child protection and pastoral care;
- Follow up any complaint by a parent about bullying, and report back on the action which has been taken;
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

The Responsibilities of Pupils

Rathmore Primary School expects its pupils to:-

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity;
- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so;
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help prevent further instances.

Any who becomes the target of bullies should:-

- Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential pupils.

The Responsibilities of Parents

- Discourage bullying behaviour
- Work in partnership with the school
- Report any concerns to the school
- Stress to children that retaliation is not helpful
- Resolve difficulties occurring outside school to prevent them continuing outside school
- Monitor the use of online devices to ensure

Cyber Bullying

Staff are aware that bullying can also be carried out through cyberspace. Children should be encouraged to tell someone if they are being bullied in this way and staff will pass this information on to parents. Guidance is given in school during ICT lessons when the children are taught about internet safety. They are also advised that Facebook and other social media sites do have a minimum legal age limit of 13. (Refer to ICT policy)

The Responsibilities of Parents

Rathmore Primary School asks our parents to support their children and the School by:-

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying, and discuss these with the class teacher;
- Advising their children to report to their class teacher or Designated Teachers for Child Protection and Pastoral Care, and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils;
- Advising their children not to retaliate violently to any form of bullying;

- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken;
- Informing the School of any suspected bullying, even if their children are not involved;
- Monitoring their child's use of computers, phones and technologies at home;
- Co-operating with the School, if their children are accused of bullying, trying to ascertain the truth.

APPROPRIATE INTERVENTION

When bullying is reported to staff there are a variety of interventions which can be used to respond to the situation. There is no best method, as it depends on the nature and frequency of the bullying, the duration of the bullying behaviour and the age of those involved. Staff have received training in a range of interventions from across all levels of bullying. Staff will assess the situation and its severity level and will determine the appropriate level of response to manage the situation effectively. Staff will then report back to the person who reported the bullying situation.

In all cases our aim is to respond to the bullying that is taking place, resolve the concern and restore the well-being of all involved.

This policy is kept under review by the Board of Governors.
March 2017