

**Anti Bullying Policy**

**St Joseph’s PS**

**Tyrella**

**2022**

**Reviewed : May 2022**

**Ratified : June 2022**

**Vision**

As part of the community of Tyrella , we seek to prepare our children for the opportunities , responsibilities and experiences of adult life in the 21st century within a happy , safe environment where everyone is positively challenged and motivated to achieve their full potential.

**MISSION STATEMENT**

We believe that each child will succeed through experiencing quality in:

· A strong Catholic ethos evident through the Grow in Love Programme, policies such as Pastoral Care, Child Protection and Safeguarding and Positive Behaviour

· A broad, balanced, relevant and practical curriculum evident in classroom practice and planning

· A strong, caring and effective pastoral care system evident in the Pastoral Care policy

· An enriching programme of extra curricular activities and visits

· A rich varied and up to date range of learning resources

· Innovative teaching and an investigative approach to learning evident in classroom practice and planning

· An ethos of support, challenge and encouragement to succeed as seen through our SEN programme, integration of TSPC into class practice

· Learning partnerships between school, home, Church and the community evident through our Parents Support Group, links with Clergy, Credit Union, GAA club, local shops, Shared Education project, Bank of Ireland.

We demonstrate our commitment by:

· Striving for continuous improvement and excellence in all that we do evident in our School Development Plan

· Ensuring effective communication between all members of the school community as seen through our website, mobile phone system, meetings and workshops

· Providing for the pastoral and welfare needs of all through our Pastoral Care policy

· Ensuring the development of all staff members through our School Development Plan, PRSD and CPD

· Working collaboratively towards common goals through regular meetings

**Aims for the Pupils**

Our school promotes high achievement and learning for life by working with children to:

· Develop appropriate Christian attitudes, values and beliefs through our Grow In Love Programme

· Realise their full learning potential and achieve high standards in all areas of the curriculum evident in high quality of teaching and learning seen during class observations

· Develop lively and inquiring minds with a spirit of curiosity and the ability to make informed decisions evident in classroom practice and daily plans

· Inspire a life – long love of learning, knowledge of how to learn and the motivation to produce their best work seen through good example, modelled and shared learning and our award system

· Work collaboratively and independently, building an awareness of pride in their own talents, skills and abilities as seen in TSPC planning and implementation

· Develop self-discipline, independence, courtesy, good manners and a respect for all our community. This is evident in our Behaviour policy, Anti-Bullying policy, Buddy System, Shared Education project, PDMU

· Be positive and adaptable participants in the modern work community promoted within classroom practice

· Have high self-esteem, respecting with knowledge and understanding the world in which we live, the interdependence of individual, groups and nations and a tolerance of other religions and cultures. This is evident in PDMU lessons and planning, Shared Education project.

· Gain advanced technological skills as seen in the development, planning, training and use of ICT within the school

Our pupil aims are regularly evaluated through pupil, staff and parent questionnaires. Board of Governors regularly evaluate school strengths and areas for improvement. An effective school council is also in place.

**School Values**

* Happiness and enjoyment
* Effort, Attitude and Perseverance
* Team , School , Community Spirit
* Honesty , Fairness , Trust
* Respect , Tolerance
* Politeness , Kindness , Caring
* High standards of behaviour
* Partnership , Collaboration

**Ethos of the school**

The school prides itself on being a “ learning together , learning for life” school . Pupils are well behaved and respectful. Our care for one another and happy , positive atmosphere are evident in classrooms , playgrounds and on trips. Parents value the care shown for their children and take a keen interest in the school. Good relationships and open channels of communication are evident. Pupils have a voice and involved in discussions and decisions on aspects of school life in the classroom, eco, e safety and school council as well as surveys. The school is inclusive , providing pupils with opportunities to surmount barriers to learning.

The school is a reflective and self-evaluating school, with well -established practices to review its work and standards on a regular basis. There is a culture where “every child can improve”. As well as scrutinising short-term pupil achievement, the school has strategic plans indicating the way forward. These are including in this school development plan. The action plans act as a set of compass points that guide and keep the team focussed. We strive for high performance and thus there is a learning buzz around the school.

**Aims and Objectives**

The policy aims to produce a consistent school response to any bullying incidents that may occur. We believe that all pupils have the right to learn in an environment which is free from intimidation and fear. Bullying is wrong and damages individual children . We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We will work to create an environment within which positive relationships will be fostered.

Should bullying occur , **the needs of both the child experiencing bullying and the pupil displaying bullying will be addressed.** The school will use appropriate interventions .

We aim to raise awareness of anti bullying procedures with the whole school community. We make clear each child’s responsibilities .

Parents will be encouraged to be involved in all aspects of anti-bullying work within the school.

**Links with other policies**

This policy forms part of the school’s Pastoral Care policy.

It links with polices such as Mental Health & Well-Being , Child Protection , Positive Behaviour .

**Definition of Bullying Behaviour**

As outlined in the 2016 Act :

Bullying includes but is not limited to the repeated use of

1. Any verbal , written or electronic communication
2. Any other act or
3. Any combination of those by a pupil or a 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 is behaviour that is usually repeated, which is carried out intentionally to cause harm , hurt or to adversely affect the rights and needs of another or others. Bullying can be physical , verbal , or emotional.

**Effects of Bullying**

Children cannot learn effectively unless they feel secure. Bullying , left unchecked , can be profoundly damaging in both the short and long term and can seriously impair the well-being of a child. Symptoms can include :

Withdrawal , lack of concentration , deterioration in schoolwork , absenteeism , behavioural changes.

These can also be symptomatic of other issues such as adolescence , bereavement , family breakup. Hence, careful analysis of each case is essential.

**Preventative Strategies**

We recognise that incidents of bullying are inevitable but take every measure to minimise the occurrence of incidents . We aim to provide a safe and caring environment where consideration and respect for others is paramount. We believe that prevention is vital in reducing bullying behaviour.

The following measures are in place:

* Raising awareness and understanding of the positive behaviour expectations as set out in the positive behaviour policy
* Promotion of the anti-bullying message(eg anti-bullying week)
* Addressing issues such as the various forms of bullying , including the how and why it can happen , through circle -time , PDMU, anti-bullying lessons, worry box etc..
* Involvement in meaningful projects , allowing pupils to explore , understand and respond to difference and diversity (eg. Shared Education Link with NPS)
* Promoting Positive Mental Health ( through Mental Health Action Plan Targets , MH Policy)
* Participation in activities such as Safer Internet Day , Safer Schools App, E Safety Lessons, Anti-Bullying lessons , Helping Hands Programme, RSE / RE
* School Council Work / Buddy Programme
* Effective supervision strategies
* Focus on bullying and relationships
* Programme of extra curricular activities
* Restorative practice

We seek to be a “listening school” in which children can express their feelings , fears and concerns.

**Supervision**

Our pupils are supervised by staff at all times throughout the day. Appropriate supervision is in place at break and lunch time . Staff are trained in dealing with incidents , accidents and emergencies. Positive playground training has taken place for all staff to promote anti-bullying and meaningful playground engagement.

**Teacher Awareness**

Staff take part in regular training regarding anti-bullying measures and policy / procedures. Staff are vigilant at all times , ensuring pupil well-being is paramount. They are alert to emotional abuse through name calling, verbal bullying, persistent negative comments . All staff strive to build quality , supportive relationships where mutual respect is in place between staff , pupils and parents . They aspire to build pupil self-esteem and nuture a positive self-image through positive relationships and encouraging teaching methods . Related policies support the work done.

**Anti Bullying Culture**

* Development of a culture where pupils take pride in their school and are viewed as ambassadors for their school within the community. This includes regular reminders of the positive behaviour expectations of pupils whilst travelling to and from school.
* Measures to empower pupils to challenge inappropriate and unacceptable behaviour of their peers during the journey to and from school. This may include the implementation of peer monitoring systems on buses.
* Regular engagement with transport providers (e.g. Translink, Bus Company, EA Transport, etc.) to ensure effective communication and the early identification of any concerns.
* Promotion of key anti-bullying messages and awareness of behaviour expectations of pupils amongst the local community (e.g. local shops, service providers, residents, etc), including information on how to raise any concerns with the school.
* Appropriate deployment of staff to support the transition from school day to journey home (e.g. staff duty at school bus , where appropriate)
* Restorative Practices in place when incidences occur.

**Strategy for dealing with Bullying**

We always encourage an atmosphere of openness , educating our pupils to tell someone if they have concerns. We want pupils and parents to bring concerns to the attention of staff where allegations of bullying will be carefully investigated and , if substantiated , taken seriously and acted upon.

**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 others with respect. They must refrain from bullying behaviour and report incidents by talking to a member of staff , use the worry box.

Whilst there are key pastoral staff in school with responsibility for addressing bullying behaviour, we encourage pupils to raise concerns with any member of staff, including teaching and non-teaching staff.

Pupils identified with SEN may not have the capacity to understand incidences of bullying which they may be involved in. In such circumstances , the school will follow EA / DENI guidelines on how best to manage the situation. Each case will be dealt with individually.

**Parents/Carers**

Parents have the right to expect that their child will be educated in a safe , caring and respectful environment . It is a parents’ responsibility to ensure that their child co-operates with the teacher and other staff members as well as pupils. Parents must inform the school of any bullying concerns as follows:

* Contacting their child’s Teacher
* Where the parent is not satisfied that appropriate action has been taken to prevent further incidents, or where further incidents have taken place, the concern should be reported to Mrs McMullan.
* Where the parent/carer remains unsatisfied that the concern has not been appropriately responded to, the school’s complaints procedure should be followed. This usually involves making a formal, written complaint, to the Chair of the Board of Governors (available on the school website or via the school office).

**Staff**

All staff have an entitlement to work in a caring , respectful environment. Staff at St joseph’s contribute positively to such an environment and work for the well-being of pupils and other staff. We take all forms of bullying seriously and intervene to prevent incidences. Records of incidences are kept. A variety of techniques are used to deal with bullying. All disclosures are treated in a confidential manner and investigated.

Staff will receive regular anti-bullying training.

**Responding to a Bullying Concern**

The following action will be taken:

* ***Clarify facts and perceptions***
* ***Check records (SIMS )***
* ***Assess the incident against the criteria for bullying behaviour***
* ***Identify any themes or motivating factors***
* ***Identify the type of bullying behaviour being displayed***
* ***Contact parents***
* ***Identify intervention level***
* ***Select and implement appropriate interventions for all pupils involved, including appropriate interventions, consequences and sanctions not listed in the Effective Responses to Bullying Behaviour resource***
* ***Track, monitor and record effectiveness of interventions ( BCAF 1-4)***
* ***Review outcome of interventions***
* ***Select and implement further intentions as necessary***
* ***Referral to outside agency where appropriate***

The school’s action will always be guided by the individual needs of the pupils involved and the safety needs of all pupils in the school. Referral to external agencies may lead to placement outside of mainstream schooling in a Support Unit for a period of time. Any disciplinary action required will use a system of sanctions set out in the school discipline policy. Parental involvement will be a part of the process . Designated CP , SENDCo will be involved as required.

In the most serious cases , expulsion may be considered but only as a last resort.

**One-Off Incident**

**While bullying is usually repeated behaviour, there may be instances of one-off incidents that the school will consider as bullying.**

***When assessing a one-off incident, to make a decision on whether to classify it as bullying, the school shall consider the following criteria:***

* ***severity and significance of the incident***
* ***evidence of pre-meditation***
* ***impact of the incident on individuals (physical/emotional)***
* ***impact of the incidents on wider school community***
* ***previous relationships between those involved***
* ***any previous incidents involving the individuals***

***Any incidents which are not considered bullying behaviour will be addressed under the Positive Behaviour Policy.***

**Social Media**

We will endeavour to try to take steps to prevent bullying via electronic communication amongst pupils where that behaviour is likely to have a detrimental affecton the pupils educational attainment. Through our E safety programme we regularly teach our pupils how to keep safe online. We encourage our parents and pupils to engage with us when problems occur.

**Monitor / Review**

A process of monitoring and review will be carried out after initial interventions are adopted . This will continue until all parties feel the problem has been resolved.

**Involvement of Outside Agencies**

The school will draw on the support of a range of agencies including EWO , Behaviour Support EA, Educational Psychology as appropriate.

**Policy Review**

**This policy will be reviewed as necessary.**