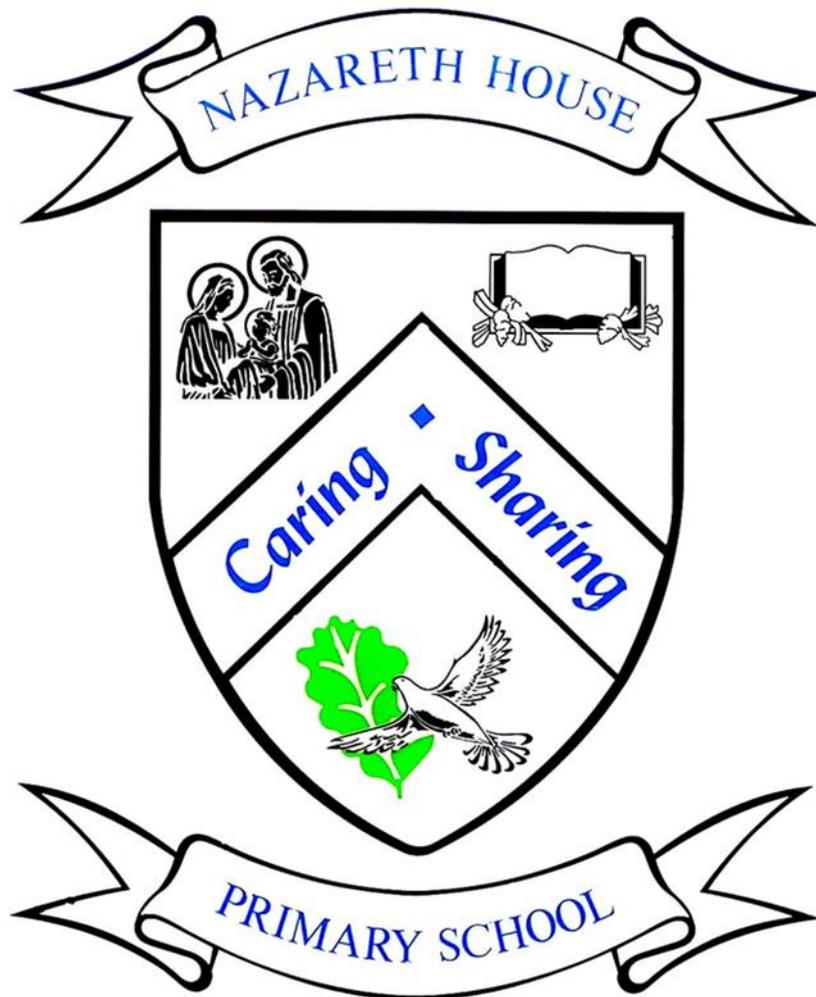


# Nazareth House Primary School



## Anti-Bullying Policy

Signed: \_\_\_\_\_ (Board of Governors)

Signed: \_\_\_\_\_ (Principal)

Date: \_\_\_\_\_

## **School Ethos**

Nazareth House P.S is completely opposed to bullying and will not tolerate it in any way. It is completely contrary to all the values that we, at Nazareth House Primary School, believe in. Teachers and non-teaching staff will strive to provide a safe environment in which children can work and play without fear or threat from their peers. They will work closely with parents to establish effective channels of communication through which bullying incidents may be readily reported to a trusted teacher. The teachers will strive to be consistent with parental advice which stresses that bullying is never justified and that fault lies with those who bully and not with those who are bullied. Bullying is a damaging form of abuse and is not tolerated in our school. All staff will be/are vigilant at all times to the possibility of bullying occurring and will take immediate steps to stop it happening, to protect and reassure the victim and to discipline the bully by following procedures.

### **Definition**

The NI Anti-Bullying Forum(NIABF) defines bullying as “*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.*”

## **Forms of Bullying**

- Physical violence, such as hitting, pushing or spitting at another pupil;
- Interfering with another pupil's property, by stealing, hiding or damaging it;
- Using offensive names when addressing another pupil;
- Teasing or spreading rumours about another pupil or family members;
- Belittling another pupil's abilities and achievements;
- Writing offensive notes or graffiti about another pupil;
- Cyber- Bullying: The misuse of technology (internet or mobile phones) to hurt or humiliate another person is fast becoming an issue in our society. Although much of this occurs outside of school hours, there is sometimes an impact on relationships within the school as a result.
- Excluding another pupil from a group activity;
- Ridiculing another pupil's appearance, way of speaking or personal mannerisms.

## **Aims**

As our primary target is our pupils, we achieve our vision by working with children to:

- Have high self-esteem - respecting themselves, others and the environment
- Develop enquiring, curious, imaginative and creative minds
- Become highly motivated life-long learners
- Welcome, respect and cherish those of diverse identities
- Nurture an enjoyment, love and enthusiasm for learning
- Develop their sense of faith, service, prayer and worship
- Promote a spirit of charity, social awareness and concern for others
- Be flexible, adaptable and to become problem-solvers
- Be able to work both independently and collaboratively
- Achieve high levels of literacy, numeracy and technological skills
- Question, dream and be confident enough to persevere
- Always strive for better.

## **The Responsibilities of Staff**

Our staff will:

- Foster in our pupils' self-esteem, self-respect and respect for others;
- Demonstrate by example the higher standards of personal and social behaviour we expect of our pupils.
- Discuss all forms of bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully.
- Discuss the importance of telling a teacher/trusted adult 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 Principal/Designated Child Protection Teachers and other teachers within the school. Follow up any complaints by a parent about bullying, and report back promptly and fully 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**

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying
- 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 to prevent further instances.
- Anyone 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 targets.

## **The Responsibilities of Parents**

We ask 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;
- advise their children to report any bullying to the Class teacher, Principal or Designated teachers for Child Protection.

Parents should 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;
- co-operating with the school, if their children are accused of bullying, try to
- ascertain the truth, and point out the implications of bullying, both for the children who are bullied and for the bullies themselves.

## **Preventative Measures**

- Promote our school ethos at all times (Caring & Sharing)
- Use of PDMU lessons/Circle Time
- 'Alive O' Programme
- Assemblies
- Positive Discipline Policy/RSE Policy

- Adequate supervision at all play times
- Pastoral activities through other curricular areas.
- School assemblies- addressing bullying and providing anti-bullying strategies
- Participation in annual Anti-Bullying Week
- Consultation with School Council
- Effective Parental Communication
- Designated Child Protection teachers to talk to pupils termly at K.S.1 and K.S.2 Assemblies
- Outside Agencies eg. NSPCC, Educational Psychologist.
- Staff training/ Effective Communication

### **Procedures for dealing with incidents of Bullying Behaviour**

The following steps will be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- Attempts will be made to resolve the situation quickly
- Steps shall be taken to ensure the child feels safe and secure
- Significant incidents will involve further investigation and recording
- A clear account shall be reported to Principal/Vice-Principal/Class Teacher/Designated or Deputy Designated Teachers for Child Protection
- Significant or repeated incidents will require parents to be informed
- Disciplinary measures/sanctions, which are proportionate, will be explained and used
- Records will be kept of all reported incidents of bullying
- If necessary, relevant professionals will be contacted, e.g. Education Welfare Officer, Behaviour Management Team, Educational Psychologist, etc.

### **Monitoring and Review of Anti-Bullying Policy**

Implementation of this policy will be monitored by the Principal and Designated Teacher for Child Protection. This policy will be formally evaluated and reviewed with the whole staff every two years. Consultation and valuable input will be sought from the whole school community- parents/guardians and pupils.