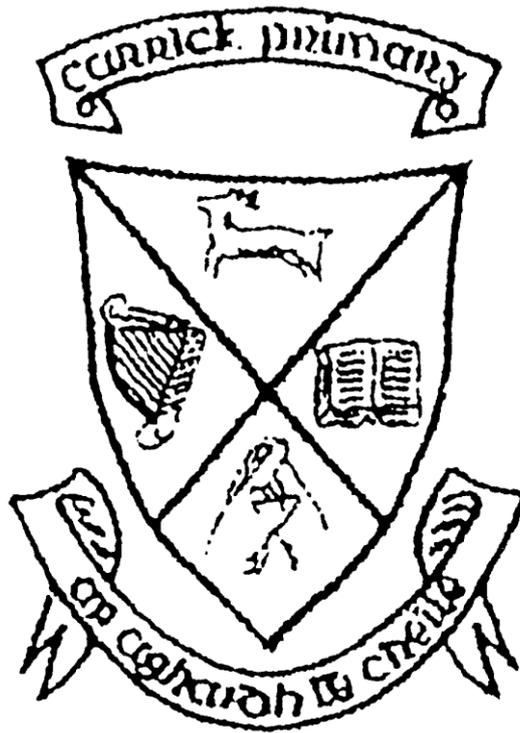


# Carrick Primary School



## Anti-Bullying Policy

Revised January 2017

**“Blessed are the peacemakers,  
Theirs is the Kingdom of  
Heaven”**

## Carrick Primary School

### School Motto

Forward Together “Ar aghaidh le  
cheile”

### Vision Statement

Forward Together: “Ar aghaidh le cheile”.

### Mission Statement

In Carrick Primary School we aim to provide a safe, caring and stimulating environment, in order to realise and celebrate the academic and non-academic potential of all our pupils. We expect our pupils to work hard and for parents to assist us in helping children to learn and to become lifelong learners.

### School Aims

We aim to:

- develop and strengthen each pupil’s understanding and love of Catholic values by promoting the Catholic ethos throughout the school;
- create a safe, enjoyable learning environment, in which effective learning is facilitated and quality teaching is provided;
- implement all aspects of the Northern Ireland Curriculum;
- help our pupils to develop a positive attitude towards life and a love of learning;
- value, respect and nurture every child in our care;
- encourage pupils to respect themselves and others and to support and care for one another;
- equip our children with the necessary life skills to enable them to participate in a fast changing society;
- endorse the United Nations’ Convention on the Rights of the Child and work towards the implementation of policies and practices which reflect the Convention; and

- involve the parents, Board of Governors and wider community in the life of the school and in the holistic development of the children in our care.

### **Aims of our Bullying Policy**

1. To create a Rights Respecting Environment within our school;
2. To provide a safe and caring environment, free from intimidation and fear and which is non-threatening.
3. To make our school a place where pupils feel secure and where their opinions are valued.
4. To show an awareness of children's individual needs and to make every effort to meet these.
5. To foster positive relationships within the school and to demonstrate clearly that inappropriate behaviour of any sort will not be tolerated.
6. To monitor closely situations where bullying might occur.
7. Should bullying occur, the needs of the victim will be paramount and the school will take responsible measures to ensure that the situation is resolved and will not reoccur.

### **Links with other School Policies**

This Anti - Bullying policy forms part of the school's overall Care & Welfare 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.

### **A Definition of Bullying**

*Bullying is a form of aggressive behaviour, which is persistent and unprovoked. It involves an abuse of power and it may be difficult for the victim to defend him or herself. It may take many forms .....*



### **Bullying can include:**

#### **Verbal**

Blackmailing  
Spreading Rumours  
Spoiling Games  
Shouting  
Back Chatting  
Being Cheeky  
Conning  
Being Sarcastic  
Making Sexual / Racial remarks  
Annoying by Interrupting  
Writing Something Nasty  
Telling Lies About People

#### **Emotional**

Acting Spitefully  
Sending to “Coventry”  
Talking Behind Backs  
Ignoring  
Stealing  
Threatening  
Pulling Faces  
Staring Out  
Writing Nasty Notes/Letters/Graffiti

#### **Physical**

Kicking  
Punching  
Head Butting  
Cutting  
Pinching  
Hitting  
Pushing  
Elbowing  
Stamping  
Tripping  
Scratching  
Thumping  
Spitting  
Biting  
Stealing

#### **Non Verbal**

Getting People into Trouble  
Putting Tongue Out  
Making Rude Signs  
Pulling Faces  
Ignoring  
Being Selfish  
Writing Letters  
Sending to “Coventry”  
Leaving Out of Games  
Giving Dirty Looks  
Talking Behind Backs  
Annoying People  
Spitting  
Irritating

#### **Cyber Bullying**

Using E mail to send bullying or threatening messages  
Using pseudonyms for anonymity or using someone else’s name when e-mailing  
Using chat rooms to send menacing or upsetting responses to children or young people  
Using instant messages (IM) to send unpleasant messages when they are conducting real time conversations online  
Use of defamatory blogs (web logs), personal websites and on line polling sites to bully others. Use of mobile phones or any other I.C.T device to record or photograph others. Use of social networks sites to cyberbully.

**Pupils are not permitted to have mobile phones or any other I.C.T. device in school. In an**

emergency pupils may use the school phone. If, for some reason, a child needs to bring a mobile phone or I.C.T. device to school, they must leave it in the Principal's office before 9.00am and collect it at home time.

## **Signs of Bullying Behaviour**

The following signs may indicate that a pupil is being bullied at school. It is important to look for changes in behaviour patterns, rather than jumping to conclusions.

### **Behavioural**

- Unwilling to come to school
- Avoids particular days or lessons
- Unwilling to travel on the school bus
- Frightened of walking to and from school
- Changes their route to school
- Comes to school late
- Avoids friends and others
- Performs poorly in class work
- Poor concentration
- Misplaces books or equipment
- Continually loses money
- Refuses to tell what is wrong
- Becomes emotionally volatile

### **Physical**

- Has a "mystery illness"
- Feels sick in class frequently
- Possessions go missing
- Has damaged clothing or belongings
- Socially isolated
- Has physical injuries which they are reluctant to explain

### **Emotional**

- Becomes withdrawn
- Becomes startled easily
- Irritable and aggressive
- Loses confidence
- Bursts into tears in class or at home
- Becomes depressed
- Has low self-esteem

**In Carrick Primary School the staff members, pupils and Governors seek to create an environment which:**

- Is a Rights Respecting environment;
- Is safe and caring;
- Is non-threatening;
- Encourages children to feel secure;
- Values children's opinions and involves them, where appropriate, in determining school policies and rules; and
- Shows an awareness of children's individual needs and makes every effort to meet these.

**In this environment pupils and staff have a responsibility to:**

- Treat all pupils, and staff with respect;
- Behave appropriately at all times during the day;
- Respect school property and other people's property;
- Follow the School Covenant; and
- Refuse to engage in any bullying situation.

**If pupil is present when bullying occurs they should:**

- Where appropriate, take some form of preventative action;
- Report the incident or suspected incident; and
- Help break the code of secrecy, which can surround bullying.

**When a child claims to have been bullied, he/she will:**

- Be listened to;
- Be taken seriously;
- Be informed of what actions are possible to address their concerns;
- Be reassured that all possible steps will be taken to ensure their safety;
- Know that school will contact parents when it is appropriate;
- Be informed of the timescale of any investigation; and
- Know that the situation will be monitored and incidents recorded.

**When a child is suspected of bullying other children he/she will:**

- Be listened to;
- Be taken seriously;
- Be informed of what action the school will take to address the situation and ensure there is no recurrence;
- Be informed of the timescale of any investigation;
- Know that the school will contact parents when it is appropriate; and

- Know that the situation will be monitored.

## **Parents' Entitlements and Responsibilities**

### **Parents are entitled to expect that:**

- Their child will be educated in an atmosphere which is safe and caring and not characterised by violence and intimidation;
- They will be informed of any serious incident of bullying regarding their child and that this will be dealt with confidentially;
- The school will take all responsible steps to prevent bullying occurring and reoccurring; and
- Any bullying incident which is reported will be investigated according to the school's procedures; and
- If after meeting with the Principal, parents feel that the issue has not been dealt with satisfactorily, they may wish to contact the Parent Representative on the Board of Governors.

### **Parents' responsibilities include:**

- Ensuring that their child respects and co-operates with teachers, ancillary staff and all other pupils;
- Encouraging their child to uphold the rules of the school;
- Contacting the school to report any concerns over bullying behaviour; and
- Supporting all aspects of the school's ethos.

### **Parents of bullied children are entitled to:**

- Access the school's Anti-Bullying Policy and all other related policies;
- Know what action the school will take when bullying is reported; and
- Know that the situation will be monitored.

## **Staff Members' Entitlements and Responsibilities**

### **All staff members in the school community have the right to:**

- Work in a positive environment where there is respect and fairness at all times;
- Truthfulness and honesty from pupils and staff;
- Equal treatment from all staff and pupils; and
- Co-operation from pupils, parents and staff.

### **Staff members have a responsibility to ensure:**

#### **The well being of all the children in their care including:**

- Making children feel secure;
- Bringing out their best qualities;
- Treating them impartially;
- Implementing the School Covenant consistently and reasonably; and
- Recording reported incidents.



## **Procedures for dealing with incidents of bullying behaviour.**

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 passed on to the following people:

- The teacher of any child involved;
- The Vice Principal and Principal; and
- The Designated Teacher, Mrs Kelly.

#### **2. Investigation of an incident**

This will normally be carried out by the class teacher in co-operation with the Designated Teacher[s] for Child Protection. Pupils will be interviewed and a record made of their responses using the class incident report book. Where necessary parents of the pupils involved will be informed of the incident or incidents and will be kept informed of action to be taken.

#### **3. Agreeing a plan for resolution**

Working with the pupils concerned, the class teacher and where necessary the Designated Teacher, will devise a plan for resolution of the conflict. This plan will include targets for acceptable behaviour and will set out support measures, which will be provided for the pupils concerned. Subsequent measures may require parental co-operation. Any disciplinary action required will use the system of sanctions which is set out in the school's Positive Behaviour Policy.

#### **4. Reviewing the situation**

The situation will be monitored and formally reviewed. This will be done by the Designated Teacher, in co-operation with the class teacher, pupils, parents, Vice-Principal and Principal (where necessary).

#### **5. Involvement of other agencies**

When necessary, the school will access support from a range of outside agencies including the Education Welfare Officer, the Behaviour Management Team and the Educational Psychology Service. In most instances, the school will seek to deal with the situation from within its own resources. However, if it becomes clear at Step 3 or

Step 4, that outside help is needed, the school will not hesitate to access external support.

### **Positive Behaviour Team**

A Positive Behaviour Team consisting of the Principal, Vice-Principal and four other members of the teaching staff has been set up to monitor behaviour throughout the school. This team with the support of all members of the staff, aims to promote a happy school environment where pupils can develop a positive attitude towards themselves and others.

The team meets regularly to recognise and reward good behaviour and/or to address any discipline issues. They also requisition play materials for lunch-time so that play time is a stimulating and enjoyable experience for all.

### **Staff Training**

The staff of Carrick acknowledge the importance of professional development. The Designated Teacher and Vice-Principal and when necessary, other members of staff, will attend courses to help them deal effectively with the issue of bullying. INSET training for all members of staff will also be arranged when appropriate.

## **9. Reducing the likelihood of Bullying**

In order to reduce the likelihood of bullying in Carrick Primary School, we:

- Reward and celebrate good behaviour;
- Organise an Anti-Bullying Week on an annual basis;
- Organise a poster competition as part of our Anti-Bullying Week;
- Deal as effectively and as promptly as possible with all bullying incidents;
- Regularly remind children at assemblies, at Circle Time, in class and in the school yard what to do if they or someone they know is being bullied;
- Organise visits by outside agencies to promote anti-bullying in school;
- Regularly access the N.I.A.B.F website for support and ideas for assemblies, classroom assistants and school initiatives;
- Ensure the School Council is involved in activities which promote good behaviour;
- Display materials around the school, which remind children about the school's on-going Anti-Bullying Campaign; and
- Promote Rights Respecting Behaviour as part of the school's Anti-Bullying Work.

### **Monitoring and reviewing the Anti - Bullying Policy**

Implementation of this policy will be monitored by the Principal, Vice Principal, Positive Behaviour Team and designated teachers for Child Protection. A report on implementation will be provided annually to the Board of Governors, within the overall report on Care and Welfare provision. This policy will be formally evaluated and reviewed annually.

**Conclusion**

Thank you for taking the time to read our school's Anti-Bullying Policy.

**Signed:** Mr M Keenan (Chairperson)

**Signed:** Mrs A Cassidy (Principal)

**Date:** January 2017

**Review Date:** January 2019