

## **Gilford Primary School**

### **Anti-Bullying Policy**

Our anti-bullying policy is an integral part of our Pastoral care (including Discipline, Child Protection and PDMU policies). The overall aim of the policy is to provide a safe and secure learning environment for everyone in Gilford Primary School. One which is conducive to effective teaching and learning, free from intimidation and fear. In drawing up our policy, we have taken account of the relevant circulars produced by the Department of Education and other appropriate documentation.

These include:

- The School Improvement Programme  
Promoting and Sustaining Good Behaviour  
A discipline strategy for schools (DENI 1998)
- Child Protection Guidelines - Pastoral Care in Schools:  
Child Protection (DENI 1999/10)
- Evaluating Pastoral Care (DENI, 1999)
- Article 19 United Nations Convention on the Rights of the Child  
(1992)
- Pastoral Care In Schools: Promoting Positive Behaviour (2001)
- Welfare and Protection of Pupils Education and Libraries (NI)  
order (2003/13)
- DE Statement on Bullying (November 2003)
- DE Circular 2007/01 "Acceptable Use of the Internet and Digital  
Technologies in Schools".
- DE Guidance on Cyber Bullying.
- Every School A Good School, (A Policy for School Improvement;  
April 2009)  
Together Towards Improvement, A Process for Self-  
Evaluation, (ETI)
- Effective responses to bullying behaviour - Northern Ireland Anti-  
Bullying Forum (April 2013)

### **Rational**

Gilford Primary School is completely opposed to bullying. All members of the school community have the 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.

### **School Mission Statement**

We believe that each child will succeed through experiencing a broad and challenging curriculum through a stimulating learning environment with a rich, varied and up to date range of resources. We ensure an enriching programme of extra-curricular activities and provide innovative teaching with an investigative approach to learning. Learning partnerships between school, home and the community are promoted and an ethos of support, challenge and encouragement to succeed is fostered throughout the school. All these values underpin and shape all our school policies,

### **Aims and Objectives of our Anti-bullying policy.**

We believe that all pupils and staff have the right to learn in an environment which is free from intimidation and fear. Accordingly, we will work to create an environment within which positive relationships will be fostered, and violent or abusive behaviour of any sort will be unacceptable. Within such an environment bullying behaviour will not be tolerated. Should bullying occur, the needs of the victims of bullying will be paramount and the school will take all reasonable measures to ensure that the situation is resolved and will not reoccur. The school will seek to involve and inform parents in all areas of its anti-bullying work.

### **Links with other policies**

This Anti-Bullying policy forms part of the school's overall Pastoral Care 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. It links with the Behaviour policy in which the school outlines the types of behaviour which are considered appropriate and inappropriate, together with the sanctions which will be used as part of the disciplinary process. It is also connected with the Acceptable Use of the Internet Policy.

### **Agreed definition of bullying behaviour**

Following consultation with the whole school community, the following definition of bullying behaviour has been agreed. Bullying is the repeated use of power intentionally to harm, hurt or adversely affect the rights

and needs of another or others. It may take various forms; including physical, verbal and emotional.

**Physical:** Kicking, nipping, pushing, tripping damaging of property

**Verbal:** name-calling, teasing, spreading rumours.

**Emotional:** excluding from play, threatening, pulling faces.

Examples of bullying behaviour include:

### **Preventive Strategies**

We believe that the implementation of preventive measures will help to reduce the incidence of bullying behaviour.

We will take the following steps.

### **Ethos and Pastoral Care:**

We will seek to be a "listening school", in which pupils are encouraged to express their feelings, fears and concerns. This will be facilitated through measures such as Circle-Time, School Council and Suggestions boxes. We will promote and reward positive behaviour through measures such as awards for caring and friendliness.

### **Promoting Friendships**

Playground activities

Team Games

Group Work

We also develop the confidence and self-esteem of our pupils through our curricular, extra-curricular and after school activities. These activities are set out in detail in our Pastoral Care Policy.

In order to promote pupils' consideration and respect for others, we aim to enhance their self-respect, confidence and self-esteem and as a result help them develop their self-protection skills, we have a number of curriculum initiatives eg.

- (a) The Arts - give the opportunity for expressive work eg role play, discussion and expressive art.
- (b) Literacy - discussion
- (c) PDMU
- (d) Personal, Social and Health Education Programme eg Kidscape.
- (e) Circle Time
- (f) RE and assembly.

Other approaches that we use to promote positive behaviour are listed in our Pastoral Care Policy and Discipline Policy. Our school policy on discipline is based on 'respect for self, respect for other pupils and respect for adults and their property'.

### **Teach Avoidance Strategies**

- Don't keep quiet about being bullied
- Be proud of who you are
- Tell yourself that you do not deserve to be bullied and that it is wrong!
- Try not to show that you are upset, a bully likes to see you are frightened.
- Stay with a group of friends - there is safety in numbers.
- Be firm, shout "No", walk confidently away; go straight to a teacher or member of staff.
- Do not fight back - it may make things worse; talk to a teacher, parent/guardian, supervisory assistant.
- Always try to tell an adult you trust - you will get support.

Teachers will take seriously and will deal with bullies in a way which is aimed at ending the bullying.

If you know someone is being bullied.

- TAKE ACTION - watching and doing nothing looks as if you are in the side of the bully and makes the victim more unhappy and on their own.

- TELL AN ADULT IMMEDIATELY - if you feel you cannot get involved, teachers have ways of dealing with the bully without getting you into trouble.

### **How Gilford Primary Tackles Bullying Wherever and Whenever it Occurs**

In Gilford Primary, we are concerned about the welfare and well-being of all our pupils. Therefore, it is our intention that both pupils and parents are aware of how they can draw their concerns about bullying to the attention of the staff in confidence.

We also make it clear that any such concerns will be investigated and, if substantiated, taken seriously and acted upon. The principal will report back to parents on the steps which have been taken by the school in response to an expressed concern about bullying. A report back of the investigation may be oral or written and will be given to parents inside five days.

### **Our Procedures - A 3 Stage Process**

#### **Stage 1**

- Pupil(s) and/or parents are encouraged to report bullying in the first instance to the class teacher
- Time will be taken to listen to the concerns being outlined and details be noted
- The 'victim' will be reassured and reminded about who they can turn to for advice - 'they are not alone'.
- The teacher will speak to the class in a general way reminding them of expectations regarding behaviour, friendship etc.
- The 'victim' will be checked on a regular basis
- The principal will be informed and a record of the bullying completed.
- Parents will be kept informed as appropriate.

## **Stage 2**

- If bullying continues the Principal will speak to the alleged bully(ies)
- Appropriate sanction will be imposed according to the school's discipline policy
- A written record of the bullying incident will be made.

## **Stage3**

If bullying continues the Principal will involve the parents of the alleged bully (ies) and any other agencies deemed appropriate eg Pupil Personal Development Team, Behaviour Management Team etc.

Written records will be kept.

## **Monitoring and Evaluation**

As part of our termly review of pastoral care throughout the school (via a whole staff involvement and feedback at staff meetings) our anti-bullying policy will be amended when and where appropriate.