



Longstone Primary School

Anti-Bullying Policy

Rationale

It is our policy to ensure that the basic rights of each member of the school community is protected in a safe environment so that everyone can fulfil their potential.

Definition

Bullying is when the basic rights of a person is infringed by physical, emotional or psychological means which prevents an individual from reaching their full potential. It is persistent behaviour by a person or persons which causes distress to another person.

Aims

- To raise awareness of bullying as a form of unacceptable behaviour with school management, teachers, pupils, parents /guardians.
- To enable pupils to express their fears and concerns and be confident that they will receive a sympathetic and supportive response from teachers and other adults within the school community.
- To develop and implement strategies which are intended to minimise the likelihood of bullying incidents.
- To develop and implement support for victims and those involved in bullying behaviour.
- To develop procedures for investigating, dealing, recording and reporting incidents.
- To respond to the concerns of parents and inform them of follow up action taken aimed at bringing the bullying to an end for the victim and the bully.

Ethos

The ethos of our school is founded on Christian principles where tolerance and respect for others is paramount. It is our intention that everyone feels valued and our pupils are encouraged to develop their full potential in a caring and supportive environment. All members of our school community have an entitlement to work in a secure and caring environment and they also have a responsibility to contribute to the protection and maintenance of such an environment.



Preventative and reactive strategies

We will attach equal importance to the development and implementation of strategies which are:

- **Preventative** - we will seek to minimise the likelihood of bullying taking place.
- **Reactive** - we will aim to respond to bullying incidents in ways which are supportive of the victim and which seek to discourage the bully from repeating this unacceptable behaviour.

Implementation

Roles and Responsibilities

The BOG have overall responsibility for ensuring a safe environment for all the school community.

The Principal is responsible for promoting an Anti-Bullying culture and ensuring the policy is implemented.

Teachers will follow procedures outlined in the policy and promote an Anti- Bullying culture in the school.

Non teaching staff will be aware of policy and procedures

Pupils will be made aware of what to do if they are bullied or witness a bullying incident. They will be involved in planned programmes and activities which promote anti-bullying. They will be encouraged to speak out because secrecy and silence nurture bullying.

Parents will receive guidelines on how to report concerns about bullying and also how they will be informed about the action taken against the bully in the hope that this will ease their anxiety and inspire their confidence in the school's anti-bullying strategies.

Procedures for dealing with incidents

When an incident has been reported. Details will be recorded and any evidence collected. A full investigation will be carried out and parents of both parties involved from the beginning. An immediate plan will be put in place to protect and support the victim and to discourage the bully from continuing. The situation will be monitored by all staff. The principal will review the situation and will have further meeting with pupil and parents to ensure the child's protection. We will consult with other agencies should the need arise to support our programme.

Promoting an Anti-Bullying School

We will provide opportunities for exploring issues related to bullying in all subject areas whenever appropriate (with a focus on R.E., P.D.M.U. and Rights Respecting Schools)

We will use notice-boards displaying pastoral messages.

We will have special lessons exploring bullying related issues.

We will participate in NI Anti-Bullying week in November each year.



Supervision

All staff teaching and non-teaching will promote an anti-bullying culture in the school. A timetable for supervision is arranged with staff for supervision of children before, at breaks and after school.

Staff Training

All staff will be provided with inset training or external based training appropriate to the needs of our school. This will involve them in recognising bullying activities and developing and applying procedures to deal with them.

Resources

Materials used to deliver our programs will be reviewed and updated regularly by the teachers of the 2 classes.

Monitoring and Evaluating

Our Anti- Bullying Policy will be reviewed on an annual basis or in the light of incidents of bullying behaviour encountered. In order to do this we will keep a record of incidents- their type and where they occurred. All teaching staff will be involved in this process.