

ANTI-BULLYING POLICY.

The staff, parents and governors of St. Colum's Primary School are opposed to any form of bullying. It is entirely contrary to the principles and values which we uphold and aim to instil in our children.

We firmly believe that all members of our school community have a right to be educated in a secure and caring environment. We also believe that each member of our community has a responsibility to contribute to the protection and maintenance of such an environment.

It is our policy therefore to be pro-active in dealing with "bullying" behaviour through our teaching of respect, tolerance and consideration of others.

What is bullying?

Bullying is behaviour which

- Deliberately makes another person feel uncomfortable, distressed or threatened
- Is repeated over time
- Makes those being bullied feel powerless to defend themselves
- Can include racist, sexist or homophobic behaviour

St. Colum's works to combat bullying by

THE STAFF

- Foster in our pupils self-esteem, self-respect and respect for others.
- Demonstrate as role-models the high standard of personal and social behaviour we expect of our pupils.
- Are alert to any signs of distress and other possible indicators that a child is unhappy at school.
- Listen to any problem as expressed by the child, take his/her view seriously and actively help solve problems.
- Report signs of unhappiness or distress in any child to our child protection/pastoral care designated team.

- Follow up any complaint by parents about another child's behaviour and report back to them about any action which has been taken.

OUR PUPILS

We expect our pupils to

- Recognize their individual responsibility to contribute positively to the whole school community.
- Refrain from becoming involved in any incidents of teasing, name calling or exclusion of another child.
- Report any such incidents to a member of staff thus dispelling any climate of secrecy.
- Have the courage to speak out to put an end to any such unacceptable behaviour.
- Have knowledge of and avail themselves of the forum of class council to discuss issues.

OUR PARENTS

We would ask our parents to

- Encourage their child/children to talk to a member of staff if they are feeling uncomfortable about a situation in school.
- Advise their children never to retaliate violently to any action by another child.
- Inform the school of any behavioural incidents which they believe have not been brought to the staff's attention.
- Co-operate with the school in trying to ascertain the truth in any incidents upon which the school is required to act.
- Recognise that any incident being looked at by the school is being done so in a spirit of care, protection and advice for all concerned and is not intended to be judgemental in any way.

Guidance and Advice

For pupils

If you are being bullied

- Tell someone you trust
- Remember you are not the one with the problem
- If you can, ignore the bully
- If you can, do not show you are upset
- If possible avoid being alone in the places bullying happens
- Be assertive if you can
- Walk away quickly and confidently
- Be proud of who you are

For Staff

- Proactively address issues via the curriculum throughout the year e.g. P.D.M.U., class council, circle time, Alive-o etc
- Create a listening environment
- Talk to the pupil and give reassurance
- Take action appropriate at the time
- Keep a record of what has happened and the action taken
- Report the incident to the Principal

The Principal will

- Promote an anti-bullying culture throughout the school
- Liaise with class teacher
- Arrange for support and reassurance for the pupil
- Speak to all parties involved in the incident(s) in a spirit of care, protection and advice for all concerned, non-judgemental at all times.
- Contact parents/carers when necessary
- Take any appropriate disciplinary action
- Work with pupils, parents/carers and other teachers to support those involved and prevent the bullying
- Involve outside agencies where appropriate

PROCEDURE

BULLYING ISSUE

Reported by

ADULT

or

CHILD

TALK TO CLASS TEACHER

PASTORAL REPORT FORM FILLED OUT AND COPIED TO

- (a) DESIGNATED TEACHER
- (b) PRINCIPAL

TEACHER MONITORS SITUATION FOR AGREED PERIOD

NO ISSUES IDENTIFIED

ISSUES IDENTIFIED

Teacher reports findings and agrees to quietly monitor for a further period of time.

Teacher speaks to party(s) involved and initiates anti-bullying programme.

Teacher will work with child to develop self esteem and promote self confidence.

Teacher informs principal and pastoral care teacher of steps taken.

Anti bullying programme initiated with whole class if required.

If situation requires parents will become involved.

Parents will meet with designated teacher/principal. Individual behaviour Programme agreed and monitored on weekly basis until resolved.

Reviewed Jan 2011.