

HARMONY HILL PRIMARY SCHOOL

ANTI-BULLYING POLICY

POLICY STATEMENT

The anti-bullying policy reflects the school mission statement with a view to providing a secure and caring environment where there is effective learning and teaching and everyone has the best possible opportunities to develop to their full potential. The school aims to foster values of tolerance and mutual respect through promoting the self-esteem of all members of the school community. In our school bullying behaviour is contrary to the school ethos.

AIMS

- To prevent or reduce bullying in any form.
- To adopt a consistent approach to dealing with incidents of bullying.
- To create an emotionally safe environment where positive relationships can develop.
- To ensure that all pupils, parents and staff are aware of this policy and their roles and responsibilities in contributing to its success.

DEFINITION OF BULLYING

Bullying can be defined as “behaviour that produces damaging or hurtful effects, physically or emotionally, to any individual”.

Bullying can take many different forms –

- **Physical (kicking, hitting, tripping, pushing etc.)**
- **Verbal: (inappropriate language, malicious gossip, offensive name-calling, spreading rumours, teasing, etc.)**
- **Social/Non-Verbal: (excluding, offensive gestures, getting people into trouble, unpleasant notes/text messages etc.)**
- **Emotional: (personal comments/graffiti about others, making people feel unhappy/isolated etc.)**
- **Racial and homophobic bullying.**

These four categories may be inter-related.

STRATEGIES TO PREVENT OR REDUCE BULLYING

We will establish and maintain the following strategies to prevent and reduce bullying behaviour:

Ensure that all staff (teaching and non-teaching), parents and pupils and all members of the school community are aware of the school code of conduct as set out in the school positive behaviour policy.

Ensure that all staff (teaching and non-teaching), parents and pupils and all members of the school community are aware of their responsibilities to prevent and reduce bullying.

Ensure that awareness is raised through:

- **staff training (teaching and non-teaching staff) to ensure that all individuals are competent in implementing the policy.**
- **areas of the curriculum.**
- **communicating the policy to all members of the school community.**

Ensure that agreed procedures are in place for effectively dealing with bullying.

Ensure that all members of the school community take proactive measures, especially in key areas and at key times, to reduce the risk of bullying behaviour occurring.

Ensure that the policy is implemented.

Ensure that the policy is reviewed and updated regularly.

PROCEDURES FOR DEALING WITH BULLYING

- Aim to
- **STOP** the bullying behaviour.
 - **PROTECT** and support the bullied pupil.
 - **CHANGE** the attitude and behaviour of the bully.

The following strategies will be implemented by all staff:

1. Listen to pupil's concerns when reported.
2. Communicate with the appropriate members of staff – e.g. class teacher, vice-principal, principal.
3. Record incidents as appropriate on our Bullying Incident Report Form.
4. Identify those involved in the bullying incident.
5. Employ the most appropriate strategy to deal the individual bullying incident.
 - Co-operative group work
 - Circle Time
 - Circle of friends
 - Method of Shared Concern
 - Mediation
 - Assertiveness Training
 - The No Blame Approach
 - Active Listening/Counselling Based Approaches
 - Working with the bully and working with the bullied person.
6. If the problem is not resolved implement procedures within the hierarchy of sanctions (refer to positive behaviour policy)..
7. Continue to monitor the situation.
8. Contact parents if necessary at any stage of the procedures, depending on the seriousness of the bullying e.g. phone call, letter or request for interview by teacher responsible/Principal.

9. If necessary, contact outside network of support at any stage of the procedures e.g. Education Welfare Officer, Behaviour Support Team.

INDIVIDUAL RESPONSIBILITIES

All members of the school community have a key role in promoting, implementing and supporting the anti-bullying policy of Harmony Hill Primary School. It is important that there is a collaborative whole school approach to address any difficulties which may be encountered.

Staff should:

- provide a safe, secure and caring environment.
- promote and sustain good behaviour.
- listen to all reports of bullying.
- address each situation in line with procedures.
- work collaboratively with all relevant members of the school community developing positive partnerships with parents.

Pupils should:

- follow the school's code of conduct
- avoid inappropriate behaviour which might be considered as bullying.
- be respectful and supportive to others.
- report all incidents of bullying (if you are being bullied or if another pupil is being bullied – TELL SOMEONE).
- be assertive in making clear their dislike of any behaviour.

Parents should:

- work in partnership with the school.
- report any concerns to the school.
- discourage behaviours which might be considered as bullying.
- accept their role in dealing with bullying behaviours which occur outside the school so that they do not interfere with effective learning and teaching during the school day.
- stress to their children that retaliation is not helpful.
- allow the school time to follow the appropriate procedures.

LINKS WITH OTHER POLICIES

Our Anti-Bullying Policy is set in the context of our Pastoral Care Programme and reflects our Mission Statement. It links with other policies such as:

**Child Protection
Positive Behaviour
EMU/Cultural Heritage
Special Educational Needs
Health and Safety
Relationship and Sexuality
Curricular Policies**

MONITORING AND EVALUATION

This policy was formulated by the school in consultation with staff, pupils and parents. It has been approved by the Board of Governors and it is the intention of the staff to review and update it regularly.

We would like to acknowledge the advice and support for the Behaviour Support Team.

It is important to remember that staff, pupils and parents all have an active part to play in the implementation and maintenance of this policy.