

Ballyhenry Primary School



Family-Friendly Guide to the Anti-Bullying Policy

Introduction:

Ballyhenry Primary School is committed to providing a safe, positive, valuing and inclusive environment for all members of the school community. All members of the school community have a 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. An anti-bullying climate will be created through openness and consultation, where the views of all members of the school community are encouraged and considered. This school is completely opposed to any form of bullying and will not tolerate it. It is entirely contrary to the values and principles we work and live by.

Aims and Objectives:

1. We, as a school, believe that bullying is wrong and can be damaging to individual children. We, therefore, do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.
2. We aim, as a school, to foster a safe and secure environment where all can learn without anxiety.
3. We aim to make sure that everyone within the school community works together to prevent bullying and are aware of what they can do to help!



What is Bullying?

In order to prevent bullying we need to understand what it is...

“Bullying behaviour is defined as deliberately hurtful behaviour, repeated over a period of time where it is difficult for the victim to defend him/herself.”

(DENI 1999 P.41)

What does that really mean? Bullying is when one or more people repeatedly set out to hurt others who may be weaker or different in any

way with words, looks or actions. The action of the bully or bullies is planned and targeted!



There are many different types of bullying. It is important that everyone is aware of the range of behaviours associated with bullying. These are listed in the School Anti-Bullying Policy.

Who Can Help?

We all have a role to play in keeping our school safe! Understanding what we can do will make a big difference. Here are some of the people who can help...

The Role of the Board of Governors:

- The Board of Governors supports the Principal in the implementation of the Anti-Bullying Policy.
- The Policy Statement endorses the fact that the school will not tolerate bullying. Any incidents, which do occur, are taken very seriously and dealt with appropriately.
- The Board of Governors reviews the effectiveness of the school policy regularly.

The Principal:

- It is the responsibility of the Principal in co-operation with the staff of the school to implement the Positive Behaviour Policy and anti-bullying strategies.
- The Principal will encourage all staff to set a climate of mutual respect, support and praise for success, thus making bullying less likely. The staff of the school believes that if children's self-esteem and self-confidence are raised and they belong to a friendly and welcoming school, bullying is unlikely to be a part of their behaviour.
- The Principal ensures that all of the children know that bullying is wrong and regarded as unacceptable behaviour in this school.
- The Principal will ensure that the staff will receive appropriate training when available.
- The Principal will ensure the school community engages in events which raise awareness of the effects of bullying (i.e. Anti-Bullying Week).



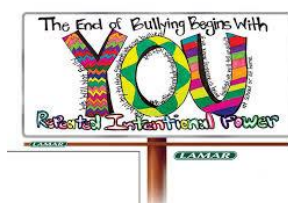
The Role of the Staff:

- Staff in this school take all forms of bullying very seriously, and intervene to prevent incidents of bullying from taking place.
- Teachers will attempt to establish a climate of trust and respect for all, within their classes. They will praise, reward and celebrate the successes of all the children, thereby aiming to prevent incidents of bullying.
- Teachers will attend training courses, when available, to enable them to become equipped with strategies for behaviour management and to deal with incidents of bullying.
- If teachers witness an act of bullying, they will support the child who is being bullied and investigate the incident. The Principal will be informed, and, if after consultation with the teacher, it is deemed appropriate, the child's parents will be informed.

The Role of the Parents:

- Read the "Parents' Handbook" which outlines briefly our Positive Behaviour Policy and Classroom Management Plan. Further information from relevant school policies can be viewed on the website.
- Actively encourage their child to be a positive member of the school.
- Support the school's efforts to raise awareness of bullying and talk to their own child about the effects of bullying.
- Talk to school if they are concerned about their child's welfare. Work with the school to find a resolution of the issue that will ensure that their child is safe and happy in school.
- Reassure their child that the best way to fight bullying is to talk to an adult and that we will do something about it! Retaliating violently to bullying is not an appropriate reaction.
- Co-operating with the school, if their children are accused of bullying, try to ascertain the truth, and point out the implications of bullying, both for the children who are bullied and for the bullies themselves.

The Role of Pupils



- Value and respect others;
- Keep themselves and others safe;
- Help create a climate where bullying is not accepted;
- Follow school rules of behaviour and Code of Conduct- refer to Positive Behaviour Policy;
- Report to a member of staff any witnessed or suspected

instances of bullying.

The most important thing a pupil can do if they feel like they are being bullied is tell someone! There are lots of people out there that can and want to help!

What happens if/when Bullying occurs

We keep a record of all serious incidents regarding bullying.

If the teachers become aware of any bullying taking place the issue will be dealt with immediately, as follows:

1. Establishing the facts.
2. Support for the victim.
3. Contacting the Principal
4. Follow the Procedures in accordance with the Positive Behaviour Policy.
(See Below)

Appropriate sanctions will be given in accordance to the Positive Behaviour Policy and the Classroom Management Plan.

- a. Time will be spent with the child who has bullied, to explain why the child's action was wrong.
- b. We will endeavour to help the child change their behaviour in the future.
- c. If the child is repeatedly involved in bullying other children his/her parents will be invited to the school to discuss the situation.
- d. The SEN co-ordinator will, also, be kept informed.
- e. If the problem continues the Principal may contact external support agencies.

Monitoring and Evaluation:

1. Records will be kept of any incidents of persistent bad behaviour and bullying.
2. The Anti-Bullying Policy is monitored and reviewed regularly by the Principal and the staff.
3. Stakeholders (i.e. Parents and Pupils) will be consulted regarding the Anti-Bullying Policy.
4. The Anti-bullying Policy is the responsibility of the Board of Governors. The Governors will review the effectiveness of the Policy at least annually.

