



Phoenix
INTEGRATED
PRIMARY SCHOOL
Achieving & Celebrating Together

Anti-Bullying Policy

Date approved by Board of Governors: 24.4.13

INTRODUCTION

This policy has been developed consistent with The Education and Libraries (Northern Ireland) Order 2003 and DE Circular 2003113 - WELFARE AND PROTECTION OF PUPILS EDUCATION AND LIBRARIES (NORTHERN IRELAND) ORDER 2003.

Specific articles of the Legislation referring to the welfare and protection of pupils include the following:

ARTICLE 17— DUTY TO SAFEGUARD AND PROMOTE THE WELFARE OF PUPILS.

ARTICLE 18— CHILD PROTECTION MEASURES. - 2 -

ARTICLE 19— SCHOOL DISCIPLINE: MEASURES TO PREVENT BULLYING
'Pastoral Care in Schools: Promoting Positive Behaviour' (2001)
'Pastoral Care in Schools: Child Protection' (1999)

MISSION STATEMENT

We, the governors and staff of PHOENIX IPS believe that the school is a vital part of our community. We are committed to: the aims of integrated education; child centred education; working closely with parents in the education of their children; high academic standards; developing positive and effective pastoral care systems in our school. This is achieved through commitment of our staff and the realization of the creativity and learning potential of all our pupils and employees.

ETHOS

We, at Phoenix Integrated Primary School, aim to provide a safe school where bullying will not be tolerated, where children will be kept safe, where we will record incidents of bullying behaviour and monitor interventions.

DEFINITION OF BULLYING

The school accepts the following definition of bullying behaviour:
(in consultation with parents and staff)

“Bullying is the persistent use of power by one or more individuals to intentionally target, harm, hurt, threaten, intimidate or adversely affect the rights of others.”

WE REJECT ALL BULLYING

Forms of Bullying - Examples

PHYSICAL	EMOTIONAL	NON-VERBAL	VERBAL
Kicking	Pulling faces	Leaving out	Laughing at
Tripping	Staring		Calling names
Throwing stones	Writing nasty notes	Being selfish	Ridiculing
Elbowing	Sticking tongue out	Sign with fingers	Interrupting
Shouldering	Talking behind back	Ignoring, isolating and excluding	Sectarian remarks
Pulling hair	Deliberate spiteful action	Dirty looks	Racial remarks
Spitting	Making fun of someone's physical features/ appearance [big ears, buck teeth etc]	Stealing, hiding or damaging other properties	Making fun of someone's family
Jostling		Isolation	Spreading rumours
Punching		Cyber Bullying	Insults
Use of weapons		Misuse of mobile phones	Jokes Threats

PRINCIPLES

1. Pupils have a right to learn in a safe and supportive environment, free from intimidation and fear.
2. The welfare/well-being and needs of all children and young people are paramount and pupils' needs, whether bully or targeted pupil, need to be separated from their behaviour.
3. When bullying concerns are identified our school will work in a restorative and solution focused way to achieve the necessary change.
4. Pupils who are targeted will be listened to and supported.
5. Pupils who engage in bullying behaviour will be listened to and supported to accept responsibility and change their behaviour.
6. Staff will receive awareness-raising training regarding bullying prevention including effective, appropriate strategies for intervention.
7. Where a concern arises, staff will receive ongoing support from Pastoral Care Coordinator, Senior Leadership Team and Principal.
8. Parents will be made aware of our school's practice to prevent and to respond to concerns through parent evenings, consultation processes and where necessary, their active participation in partnership with the school to resolve concerns involving their child.

The following procedures are set in place to help both the victims of bullying and the bullies.

PREVENTION

1. The school environment is a safe place where bullying is not easy:
 - All areas of the school will be supervised
 - Spot checks will take place (playgrounds, toilets, corridors, dining hall)
 - Bullying will be discussed in all classrooms and a program of study will be followed from Years 4 – 7 and during Circle time in all classes.
2. Adequate space/activities are provided for pupils during class and break times. E.g.(Wet play books, games, outdoor playtime equipment);
3. Extra curricular activities are organised and these help to develop social skills and self-esteem in a less academic atmosphere.
4. Pupils will participate in awareness raising programmes through the curriculum and involvement in NI Anti-bullying Week activities.
5. A bullying survey will be completed by each pupil in Years 2-7 during National Anti-Bullying Week to ascertain the level and type of bullying behaviour in our school.
6. Suggestion boxes will be made available in all classes so that pupils can anonymously put in a worry or suggestion for class teachers to deal with.
7. The school has in place many positive behaviour strategies to encourage a caring ethos within school. E.g. Golden Time, Pupil of the Week, Pupil of the Month, Celebration Assemblies, Headteacher awards, Golden Ticket reward system, Behaviour Contracts, Time Out when needed in line with our " nurture principles" ie movement breaks, quiet time in designated areas.

PROCEDURES FOR DEALING WITH BULLYING

Any pupil or concerned adult who has a concern about bullying will be listened to and believed and action taken.

Initially the complaint will be dealt with by the class teacher, unless the complaint is brought directly to the Principal. In this case the Principal will liaise with the class teacher, parents and children.

The Responsibilities of Staff:

Our staff will:

- Foster in our pupils self-esteem, a sense of their rights and their responsibilities to others;
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils;

- Discuss bullying behaviour with all classes, so that every pupil learns about the damage it causes to both the pupil who is targeted and the pupil who engages in bullying behaviour and the importance of telling the teacher about bullying **WHEN** it happens;
- Emphasise the importance of telling a trusted adult about bullying behaviour when it happens or is observed.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and respond appropriately.
- Follow up any complaint by a parent about bullying in an open and transparent manner, and report back promptly and fully on the action which has been taken.
- Respond to bullying behaviour promptly and effectively, in an assertive and confident manner, with an expectation of change in accordance with agreed procedures.
- Assess appropriate interventions and plan with reference to the School's Positive Behaviour Policy and NIABF Interventions Framework and Guidance Document,
- Encourage parents to report suspected cases of bullying to the class teacher initially.
- Any incidents of high risk or concern should be referred directly to the Principal or Vice- Principal;
- Inform all other relevant members of staff who will help to monitor the situation and report back to the class teacher who will inform the pupil or adult on any action taken.
- Record incidents in the class observation book which will be passed on to the next teacher in August each year;
- Interview those involved in an alleged bullying incident both separately and together;
- The NO BLAME APPROACH will be used initially to offer reassurance to all parties involved;
- Interview the victim and any relevant witnesses;
- Talk to the bully and, if necessary, their parents to make it clear that bullying is unacceptable.
- Attend relevant in-service programmes to ensure they maintain a comprehensive understanding of the nature and extent of bullying in school and appropriate prevention/intervention practices;

The class teacher or any member of staff will report the incident to the Principal if:

- Frequent complaints about the same child occurs;
- The initial incident is particularly aggressive or disturbing.

The Principal will:

- Discuss allegation with parents in a supportive manner.
- Inform both sets of parents of any sanctions or threatened sanctions the school will enforce if there is a re-occurrence;
- Should any repercussions occur sanctions* will be imposed immediately;

- Reserve the right together with the Board of Governors to suspend and ultimately exclude anyone who persists with bullying behaviour.

*[refer to The Discipline Policy; Pastoral Care Policy; Child Protection Policy; The Positive Behaviour Policy; SENCO Procedures, Internet Usage Policy and Mobile Phone Policy]

The Responsibilities of Parents

We ask our parents to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying, example, poor appetite, reluctance to come to school and report this to the class teacher;
- Advising their child to report any bullying to their class teacher;
- Endorsing their children's anti-bullying pledge;
- Advising their children **NOT** to retaliate violently to any form of bullying;
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken;
- Cooperating 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 Responsibilities of Pupils We expect our pupils to:

- Refrain from becoming involved in any kind of bullying behaviour, even at the risk of incurring temporary unpopularity.
- Intervene to support any pupil who is being bullied, unless it is unsafe for them to do so.
- Report any concerns or instances of bullying witnessed or suspected, to a member of staff to dispel any climate of secrecy and help to prevent further instances.
- Sign up to our approach anti-bullying pledge - "We reject all bullying" ;
- Participate in Circle time and Anti Bullying Week activities.

Anyone who becomes the target of bullying should:

- Not suffer in silence, but have the courage to speak out.

The Responsibilities of All

- To stop bullying thereby ensuring the physical, social and psychological well-being of all those involved in a bullying incident;
- Everyone should work together to combat and, hopefully in time, to eradicate bullying.

Pupils if you are being bullied you should:

TELL SOMEONE

If you are being bullied at school or coming to and from school tell someone:

Your friends

Your teacher

Your parents

Your classroom assistant

Any adult in school

Tell anyone

Parents if you are concerned about a bullying incident:

Talk to your child about positive strategies they could use to stand up to the bully.

[stay calm, act confidently, walk away, change the subject, ignore them, stay with a crowd, avoid being nasty back]

If this does not resolve the situation.

Contact your child's class teacher.

If this does not resolve the situation.

Contact the Vice Principal (Pastoral Care Co-Ordinator) or Principal.

If this does not resolve the situation.

Contact the Chairperson of The Board of Governors.

If this does not resolve the situation.

Contact the Welfare Education Officer at the Southern Education Library Board, 028 3751 2200