

Windmill Integrated Primary School

Policy for Anti Bullying

ANTI BULLYING POLICY

Definition

Bullying can be described as being ‘a deliberate act done to cause distress solely in order to give a feeling of power, racial and cultural superiority, status or other gratification to the bully. It can range from ostracising, name-calling, teasing, threats and extortion, either personally or by use of written material or technology such as the internet, mobile phones or digital cameras, through to physical assault on persons and/or their property. It can be an unresolved single frightening incident which casts a shadow over a child’s life, or a series of such incidents.’

At Windmill Integrated Primary School staff, parents and children work together to create a happy, caring, learning environment. Bullying, either verbal, physical or indirect will not be tolerated. It is everyone’s responsibility to aim to prevent occurrences of bullying and to deal with any incidents quickly and effectively. Research has shown time and time again that the extent of bullying in schools is greatly underestimated.

Bullying can be brought to the attention of staff either by the victim(s), their friend(s), their parent(s) or other interested people.

Strategy for dealing with bullying

The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as bullies are often victims too – that is why they bully.

- Use of assemblies for anti-bullying pastoral care issues
- Use of Circle Time and PDMU (Personal Development and Mutual Understanding) lessons to deal with pastoral care issues.
- Ensure all of playground is supervised at breaktime i.e children not allowed behind buildings.
- Discussions at length with the victim, take simple note of details i.e. dates and times may be taken. This will require patience and understanding. Remember – Listen, believe, act
- Identify the bully/bullies. Obtain witnesses if possible. Advise the Principal.
- Discussions with the bully. Confront them with the details and ask them to tell the truth about the situation/incident. Make it clear that bullying is not acceptable at Windmill integrated Primary School.
- If they own up then follow the procedure outlined below and in the Discipline Policy.

- If they do not own up, investigate further. If it is clear that they are lying, continue with the procedure. Children usually own up if presented with all the facts.
- Separate discussions with parents of bully and victim.
- Sanctions for the bully may include withdrawal from favoured activities, loss of playtimes, exclusion from school during lunchtimes, exclusion from school, depending on the perceived severity of the incident(s).
- Let all staff know the problem so they can continue monitoring the situation by observing at playtimes/lunchtimes and having discussions with victim to ensure no repetition.
- As the behaviour of the bully (hopefully) improves, then favoured activities etc can be reinstated, and the child should be praised for good behaviour. This will rebuild the child's self-esteem, which may have been damaged after being caught bullying, or could have been low anyway, hence the bullying

In order to identify incidents of bullying and the identities of bullies, at Windmill Integrated Primary School we have agreed to carry out the following strategies:

- All staff watch for early signs of distress in pupils.
- All suspected incidents must be reported to the Principal or designated teacher(s).
- All staff listen, believe, act
- A bully and suggestion box in the Principal's office where children can put written notes if they feel worried about themselves or others.
- Posters in school advertising these measures and dissuading children from bullying.
- The Childline telephone number to be displayed clearly in school with an explanation to the children.
- Parents are asked to watch out for signs of distress or changes in behaviour and advise their child to bring issues to the designated teacher(s) or the Principal, advising their child not to retaliate violently to any form of bullying.
- Pupils are asked to report incidents to the designated teacher(s) or Principal, not be a bystander (unless this threatens their own safety).