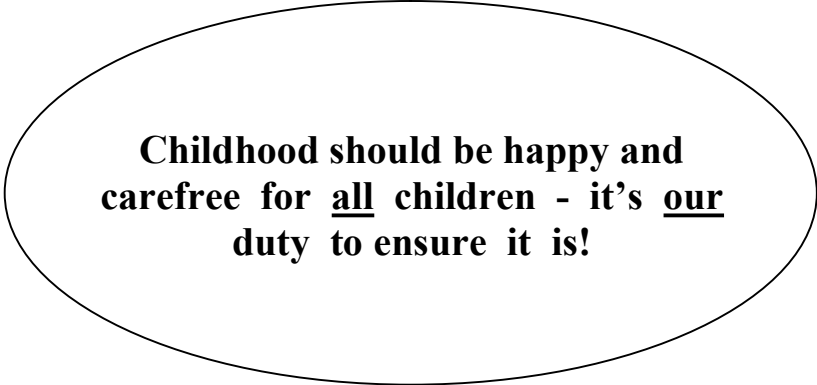


## ANTI BULLYING

Bullying is endemic in our schools and workplaces. Young lives can be destroyed by it; in some cases bullying has even led to suicide. Yet it is one of the hardest problems for teachers and parents to identify. Nobody can be sure exactly how much bullying goes on in schools, however, it is clear that bullies exist in all kinds of schools, from nurseries through to secondary education and even in the workplace.

The effects of bullying on children and young people have been well documented. In 1994 the Department for Education reported;

*“Many pupils experience bullying at some point. The fact that incidents have not been reported to staff does not mean that they are not happening. Bullying or other forms of harassment can make pupils’ lives unhappy, can hinder their academic progress, and can sometimes push otherwise studious children into truancy”.*



**Childhood should be happy and  
carefree for all children - it's our  
duty to ensure it is!**

## **WHAT IS BULLYING?**

Bullying may be defined as “behaviour by one or more pupils which produces damaging or hurtful effects, physically or emotionally to any individual”

Bullying is characterised by the intention to hurt, frighten or intimidate another person.

As with all forms of harm or abuse, there is no exhaustive list of signs or indicators to watch out for. But these can include: changes in children’s behaviour, demeanour, physical appearance and presentation, language or progress.

Bullying can take the following forms:

<b>PHYSICAL</b>	pushing, kicking, hitting, threats
<b>VERBAL</b>	name calling, persistent teasing, sarcasm, spreading rumours
<b>EMOTIONAL</b>	exclusion from a group, ridicule, threatening looks and gestures, hiding belongings etc.
<b>RACIST</b>	gestures, taunts
<b>CYBERBULLYING</b>	the use of Information Communications Technology (ICT), particularly mobile phones and the internet, deliberately to upset someone else.

Whatever the nature of the bullying, bullies generally pick on weaker children using intimidation to get what they want. Bullies are generally not happy contented children and use bullying as a way of trying to achieve popularity and friends.

### **AIMS:**

- To prevent, reduce and eradicate bullying in any form
- To have a consistent approach for dealing with incidents of bullying
- To ensure that all pupils and staff and parents are aware of this policy and their obligations
- To create a safe and secure environment for all
- To support victims and perpetrators

## **SIGNS OF BULLYING**

Although victims of bullies often remain silent, their behaviour at times may indicate that all is not well. Victims of bullying may suffer isolation and anxiety as a result of the threatening atmosphere which surrounds them.

As teachers we should look out for the signs such as:-

- being frightened of walking to or from school
- a pattern of unexplained illness
- unexplained and unsupported absences
- loss of enthusiasm and interest in school
- a marked deterioration in academic achievement
- possessions or clothing damaged or missing
- unexplained cuts and bruises
- reluctance to say what is troubling him/her
- continually losing money

Individually these signs do not necessarily mean that a pupil is being bullied. However if there is a combination or repetitive occurrence of these, then further investigation is warranted.

## **WHY DO CHILDREN BULLY?**

1. A lack of self confidence
2. Unhappiness
3. Jealousy
4. A learned behaviour

## **WHO CAN BE A VICTIM ?**

A child who - is vulnerable  
is different  
is on their own (a loner)  
is passive in nature  
provokes others  
has a low self-esteem

## **WHY PUPILS KEEP SILENT?**

1. Adults cannot do anything about it
2. Adults do not understand
3. Adults expect you to stand up for yourself
4. Fear of making things worse
5. Passive attitude - hoping it will go away or accepting it as part of life
6. Fear of the bully
7. Feelings of shame and guilt
8. Lack of confidence

## **ACTION TO REDUCE BULLYING**

Bangor Central Integrated Primary School will implement the following measures in an endeavour to eliminate bullying in all forms by:

1. Promoting good discipline both in the classroom and the playground so that children are aware of the consequences of unacceptable behaviour.
2. Using circle time to enable all our pupils to understand each other in an atmosphere of mutual respect and trust.
3. Encouraging children to speak out and inform a supervisor or teacher if they are aware of, or suffer from bullying.
4. Encouraging parents to inform the school if any incidents of bullying are known to them.
5. Recording and investigating as quickly as possible all reported cases of bullying (see "Procedures for dealing with bullying").
6. Giving help, support and advice to the victim such as the assurance that it was not their fault and giving them praise in order to rebuild their self-esteem.
7. Ensuring that pupils, parents and staff (both teaching and non-teaching) are aware of the school policy on bullying.
8. Involving outside agencies for support and advice where appropriate.

## **PROCEDURES FOR DEALING WITH BULLYING**

As far as possible incidents of bullying will be treated in a positive manner taking into account the feelings of both victim and bully.

1. Class teacher responsible for following up all known incidences of bullying.
2. Classroom assistants to inform teacher of any known incidences of bullying.
3. Supervisory assistants to pass on any relevant information regarding potential bullying.
4. Any significant / on going incidences of bullying to be reported initially to Head of Foundation Stage (Miss Jenkins), Head of Key Stage 1 (Mrs Walker) or Head of Key Stage 2 / Vice Principal (Mr Galvin) and if necessary the Principal (Mr Campbell).
5. Support and advice can be sought from the SENCO or the Designated Teacher, Mrs L Walker.

6. Parents of both victim and bully will be personally contacted if bullying behaviour is identified - a written record will be kept.
7. Team action will be taken to protect the victim e.g. classroom assistant or another child will befriend or support the bullied child.
8. If necessary sanctions will be imposed on the bully and their behaviour will be closely monitored over a period of time. Support may be necessary to positively improve the behaviour of the perpetrator.
9. The school may seek the advice of the E.W.O. and Educational Psychologist.

## **INDIVIDUAL RESPONSIBILITIES**

It is important that all individuals recognise the difficulties which may be encountered in implementing the Anti-Bullying Policy.

In this regard -

### **Staff should:**

- Take all reports of bullying seriously
- Log all incidents
- In line with agreed procedures give feedback to all concerned
- Participate in regular training
- Celebrate good behaviour.

### **Pupils should:**

- Report all incidents of bullying
- Act in a respectful and supportive manner to fellow pupils
- Adhere and promote the schools Anti-Bullying Policy/Procedures.

### **Parents should:**

- Stress to children the importance of social behaviour
- Report any concerns to the school
- Actively support the schools Anti-Bullying Policy.

### **School should:**

- Display relevant 'Childline Help' telephone number
- Ensure that Anti-bullying Policy documents are circulated.

## **CYBERBULLYING**

As mobile phone and internet use become increasingly common, so has the misuse of this technology to bully. Current research in this area indicates that cyberbullying is a feature of many young people's lives.

The use of the web, text messages, e-mail, video or audio to bully another pupil or member of staff will not be tolerated.

It is necessary to understand that while the harmful online speech or interactions can occur out of school, personal interactions between the perpetrator(s) and victim(s) are occurring at school.

The following four key areas form a comprehensive and effective prevention plan:

- A culture of understanding and talking about cyberbullying. Everyone needs to be aware of the impact of cyberbullying and the ways in which it differs from other forms of bullying. The school will provide parents and pupils with support should the cyberbullying take place out of school.
- Keeping policies and practices updating, this includes keeping good records of any incidences of cyberbullying.
- Making reporting cyberbullying easy, keeping children informed of who they can talk too. Children should be confident in a no-blame culture when it comes to reporting inappropriate incidents involving the internet or mobile technology: they must be able to do this without fear.
- Promoting the positive use of technology by discussing 'netiquette', e-safety and digital literacy.

If a bullying incident directed at a child occurs using e-mail or mobile phone technology either inside or outside of school time the following steps should be taken:

1. Advise the child not to respond to the message
2. Secure and preserve any evidence
3. Notify parents of the children involved
4. Consider what further steps are necessary depending on the severity or repetitious nature of the offence.

**In all situations, regardless of the form of bullying occurring, attempt to keep the teacher / pupils self esteem intact.**

Treat pupils with respect and in accordance with their age.

Avoid telling a pupil off publicly.

Always give a positive response when a pupil asks for help.

Have a positive attitude to pupils.

Remain calm in a crisis.

Speak calmly and quietly to pupils.

#### **IN SUMMARY**

**Every child has the right to an education and every child has the right to be safe.**

**To be displayed on school noticeboards as a means of helping pupils to deal with problems that affect their safety / or security**

- If you have something important to talk to staff about
- If you are worried about something that is happening to you, or to someone you know
- If you need help, or if you need to know how to get help the staff are here to listen and to help - they will try to do what they can
- If you are worried about telling things in confidence

tell the staff - they will understand. If they are concerned about your safety, they may need to share this with others, but they will always tell you first.

- If you are still unsure about talking to a member of staff, you can telephone

**Childline on 0800-1111**

**NSPCC on 0800-800500**

These calls are free, and they will not show up on your phone bill.

They will help you work out what to do next.