

Condorrat Primary School

Bun Sgoil Chondobhrait



Anti-Bullying Policy

Poileasaidh Ana Maoidheadh

*‘Promoting wisdom, well-being, achievement, heritage
and aspirations’*

*‘ag àrdachadh gliocas, maith dhaoine, ionnsachadh,
dualchas agus miann’*

Rationale.

Bullying in school can only be effectively dealt with if parents, teachers and pupils work together to find a solution. It is necessary to acknowledge that bullying does exist and is a problem common to all schools. It should therefore consistently be given a high profile within the school, where an open, caring and responsive climate should be created.

Aims

- 1 To develop awareness that bullying is unacceptable.
- 2 To develop a shared view of bullying.
- 3 To encourage a climate of openness and a listening culture.
- 4 To work in partnership with parents to minimise bullying.
- 5 To develop a range of strategies to deal with bullying.
- 6 To engender a sense of shared responsibility among pupils.
- 7 To eliminate bullying from our school.

Identifying Bullying

Bullying is a persistent, intentional abuse of power to hurt. It is not always purely physical. The more serious bullying is usually verbal, social or emotional in nature. It can manifest itself in any of the following ways:

- □ tripping
- □ name calling
- □ ignoring
- □ pushing
- □ kicking
- □ talking about
- □ hitting

The class teacher should involve the silent majority by making pupils aware that there are no innocent bystanders.

The Role of the Management

To work with staff to create a caring and supportive ethos throughout the school by:

- □ fostering a whole school approach to bullying
- □ promoting the partnership between parents and school
- □ supporting class teachers in their efforts to deal with bullying
- □ ensuring that both victim and bully are counselled and supported
- □ applying sanctions where deemed necessary
- □ holding an assembly based on the issue of bullying at the start of every session

The Role of the Teacher

To support children in order to both prevent and deal with bullying by:

- discussing bullying and its effects on a regular basis (the first week of each term would seem an appropriate time)
- taking steps to avoid allowing or encouraging bullying in their own interaction with pupils
- fostering an atmosphere conducive to pupils confiding their problems
- being aware of and defusing potential situations before they escalate
- encouraging pupils to report bullying
- taking action or advice where necessary
- monitoring and recording incidences of bullying
- reporting serious or persistent problems to management

The Role of the Support Staff

Classroom Assistants, ASNAs & the Janitor should:

- observe and monitor the childrens' behaviour while outside the classroom
- intervene to defuse incidents
- report incidents which give rise to concern

The clerical staff should:

- provide a channel of communication through which bullying could be reported
- support the children
- report any incidents of bullying to appropriate teaching staff

Procedures for dealing with bullying

- 1 Give children strategies to report bullying without fear of recrimination.
- 2 Record incidents of bullying which have been established.
(Appendix 1)
- 3 Support the victim and counsel the bully.
- 4 Report all incidents of bullying to DHT or HT.
- 5 Discuss consequences of their actions with children and make the bullies accountable.
- 6 Involve parents where necessary and enlist their support and co-operation in resolving the situation.
- 7 In extreme cases where no satisfactory outcome can be reached at school level, the authority can be involved.

The Role of the Parents

Parents should support their children by:

- letting them know they are pleased they have been told
- believing them
- telling them it's not their fault and their parents are sorry it has happened
- helping them to express any feeling of anger
- reporting repeated or serious incidents to the school
- allowing the school sufficient time to deal with the matter – bullying can be complex and difficult to solve
- co-operating with the efforts of the school in dealing with the problem

Strategies of Children

When bullying is being discussed advice should be given to children about how to react to and deal with bullies and bullying:

Children should try to:

- stay calm and look confident
- stay with friends
- pretend they don't care
- tell someone, a friend, teacher, parent, their house teacher, a member of the office staff, janitor, classroom assistant, depute head or head teacher
- keep in control and try not to worry
- tell his class council member
- tell peer mediators
- use circle time to tell

It is important that the victim talks about the incident

Children should be aware that they should not:

- □ Blame themselves
- □ Think like a victim
- □ Put themselves at risk
- □ Show they are upset

No Hitting Policy

In the school's efforts to minimise incidents of bullying, it must be stated that any form of physical retaliation is unacceptable. The drawbacks of hitting back are:

- □ it can lead to escalation of the situation
- □ it can cause injury
- □ it can make it more difficult to establish who is at fault
- □ it encourages violence
- □ it undermine all efforts to develop self-control

The only acceptable approach is to encourage children to defend themselves by using the strategies already outlined.

Bullying Log.

Date:

Staff Member Involved:

Children Involved:

Outline of Incident:

Member of Management Team Involved:

Action Taken: