

Orchard Primary School Anti-bullying policy

1. School Mission Statement

Orchard Primary School aims to provide a working, caring and happy environment in which the potential of every child can be realised.

We wish to promote in all our pupils such values as will make them caring, responsible citizens.

We believe in the dignity and worth of each individual and in the development of the whole person.

All members of staff share these values and work to ensure a pupil-centred approach in which caring is a shared responsibility of all staff.

These values underpin and shape all our school policies.

2. Aims and objectives of our anti-bullying policy

We believe that all pupils have the right to learn in an environment which is free from intimidation and fear.

Accordingly, we will work to create an environment within which positive relationships will be fostered and violent behaviour of any sort will be unacceptable.

Within such an environment, bullying behaviour will not be tolerated.

Should bullying occur, the needs of victims of bullying will be paramount, and the school will take all reasonable measures to ensure that the situation is resolved and will not reoccur.

The school will seek to involve and inform parents in all areas of its anti-bullying work.

3. Links with other school policies

This anti-bullying policy forms part of the school's overall Pastoral Care policy.

It links with the child protection policy in which the school outlines the steps it will take to protect children from harm and develop their personal safety strategies.

It links with the discipline policy in which the school outlines the types of behaviour which are considered appropriate and inappropriate, together with the sanctions which will be used as part of the disciplinary process.

4. Agreed definition of bullying behaviour

Following consultation with governors, teachers, pupils, parents and ancillary staff, the following definition of bullying behaviour has been agreed:

Bullying is a form of aggressive, hurtful behaviour which is persistent and unprovoked. It involves an abuse of power. It may take various forms, including physical, verbal and emotional.

Examples of bullying behaviour include:

Physical: kicking, nipping, pushing, tripping

Verbal: name-calling, teasing, spreading rumours

Emotional: excluding from play, threatening, pulling faces

5. Preventive strategies

We believe that the implementation of preventive measures will help to reduce the incidence of bullying behaviour.

We will take the following steps:

Ethos and pastoral care:

We will seek to be a "listening school", in which pupils are encouraged to express their feelings, fears and concerns. This will be facilitated through measures such as Circle Time.

We will promote and reward positive behaviour through measures such as awards for caring and friendliness.

Curriculum:

We will provide a personal safety teaching programme from P1 - P7. This programme will help children to develop a range of skills including assertiveness and communication skills.

Playtime provision:

We will provide training for teachers, classroom assistants and lunchtime supervisors in the promotion of positive play and strategies for dealing with incidents of bullying.

6. Agreed code of conduct for the school community**Pupils:**

Pupils have an entitlement to be educated in an environment which is safe, caring and respectful of their individual needs.

Pupils have a responsibility to treat all other pupils, teachers and other staff with respect. They have a responsibility to refrain from engaging in bullying behaviour and to report it if they are aware of it occurring.

Parents:

Parents have an entitlement to expect that their child will be educated in an environment which is safe, caring and respectful of their individual needs.

Parents have a responsibility to ensure that their child co-operates with teachers, other staff and other pupils. They have a responsibility to inform the school of any incidents of bullying which they are aware of.

Teachers and other staff:

Teachers and other adults in the school community have an entitlement to work in an environment which is characterised by respect and caring for all.

Teachers and other adults in the school community have a responsibility to contribute to the creation of such an environment and to work for the well being of all pupils.

7. Procedures for dealing with incidences of bullying behaviour, including contact with parents and external agencies

Each case of bullying will be dealt with individually and follow-up action will be tailored to meet the individual needs of the pupils concerned.

The following steps will be followed.

1. Reporting of an incident

When a bullying incident is reported, the information will be passed on to the following people:

The teacher of any child involved
The principal
The designated teacher for child protection

2. Investigation of an incident

This will normally be carried out by the designated teacher for child protection, in co-operation with any class teachers concerned.

Pupils involved will be interviewed and a record made of their responses using the school's incident report form.

Parents of all pupils involved will be informed of the school's action up to this point and will be kept informed of subsequent action.

3. Agreeing a plan for resolution

Working with the pupils concerned, the designated teacher will devise a plan for resolution of the conflict. This plan will include targets for acceptable behaviour and will set out support measures which will be provided for the pupils concerned.

Any disciplinary action required will use the system of sanctions which is set out in the school's discipline policy.

4. Reviewing the situation

The situation will be monitored and formally reviewed within one month of the initial report. This will be done by the designated teacher, in co-operation with the other teachers, pupils and parents concerned.

5. Involvement of other agencies in provision of support

When necessary, the school will draw on support from a range of outside agencies including Education Welfare Officer, Behaviour Management Team and the Educational Psychology Service. In most instances, the school will seek to deal with the situation from within its own resources. However, if it becomes clear at step 3 or 4 that outside help is needed, the school will not hesitate to avail of it.

8. Monitoring and review of the anti-bullying policy

Implementation of this policy will be monitored by the principal and designated teacher for child protection. A report on implementation will be provided annually to the Board of Governors, within the overall report on pastoral care provision. This policy will be formally evaluated and reviewed every three years.