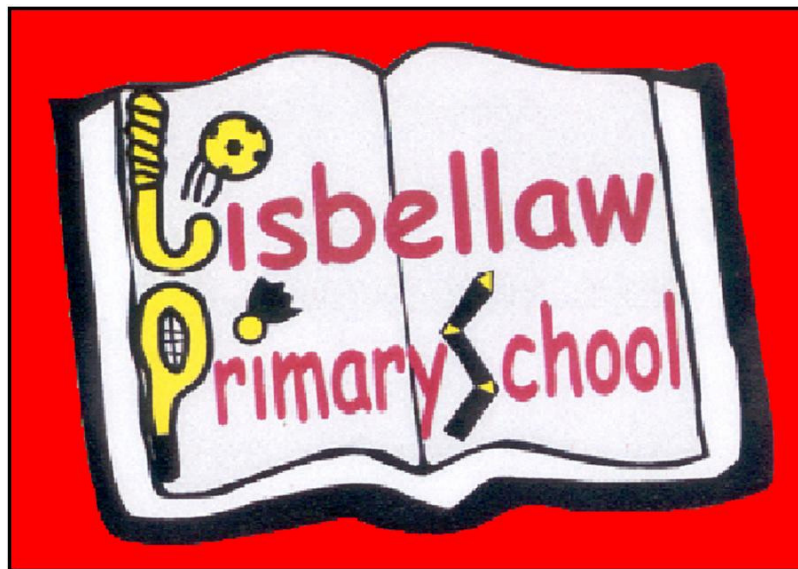


Lisbellaw Primary School



Anti-Bullying Policy

2010 - 2011

LISBELLAW PRIMARY SCHOOL

Anti Bullying Policy

RATIONALE

Lisbellaw Primary School is completely opposed to bullying and will not tolerate it. Bullying is entirely contrary to the values and principles that we work and live by. Our Vision Statement says “We will all work together in a caring environment where tolerance, respect for others and a readiness to listen are essential.”

All members of the school community have a right to work in a secure and caring environment. They also have a responsibility to contribute in whatever way they can to the protection and maintenance of such an environment.

PRINCIPLES

In Lisbellaw Primary School

- Pupils have a right to learn free from intimidation and fear.
- The needs of the victim are paramount.
- Our school will not tolerate bullying behaviour.
- Pupils who have been bullied will be listened to.
- Any reported incident will be taken seriously and thoroughly investigated.

DEFINITION

Bullying is an act of aggression causing embarrassment, pain or discomfort to someone. It can take a number of forms: physical, verbal, making gestures, extortion and exclusion. It is an abuse of power. It can be planned and organised or it may be unintentional. It may be perpetrated by individuals or by groups of pupils. It is a repeated action and not a one off occurrence.

FORMS OF BULLYING

- Physical violence such as hitting, pushing or spitting at another pupil.
- Interfering with another pupil's property by stealing, hiding or damaging it.
- Using offensive names when addressing another pupil.
- Teasing or spreading rumours about another pupil or his or her family.
- Be-littling another's abilities and achievements.
- Writing offensive notes or graffiti about another pupil.
- Excluding another pupil from a group activity.
- Ridiculing another pupil's appearance, way of speaking or personal mannerisms.
- Using the Internet, mobile phone to carryout various types of bullying behaviour.

PURPOSES

All members of staff in Lisbellaw Primary School reject bullying in any form and are committed to eradicating it from the school.

- We aim to develop an anti-bullying culture where pupils have a right to be taught in a safe environment free from threats of abuse.
- We recognise that all pupils have a responsibility to behave in a caring manner towards others, to reject bullying and to report incidents to the staff.
- All staff will be aware of children with Special Needs including those who are on the Dyslexic continuum who maybe more vulnerable to incidents of bullying
- All reported cases of bullying would be investigated fully.
- We will listen to, consult protect and support the victim at all times.
- All appropriate steps will be taken to identify the perpetrators, to give help towards changing behaviours and impose sanctions.
- Parents who have raised concerns will be kept fully informed.
- We will endeavour to create an environment where bullying is foreign both in concept and practice.

GUIDELINES

We will have a positive behaviour management programme, which includes:

- Positive affirming classrooms. (Classroom Charter agreed by all pupils.)
- Changing pairs (in different groupings, encourage children to have different partners.)
- Class projects (group work)
- Peer counsellors - (peer tutoring)
- Circle time
- Lunch-time supervisors training (need to be vigilant)
- No blame approach when an incident of bullying is reported.
- Promote a listening environment where children feel free to talk about and discuss their concerns.
- Anti – Bullying Week.
- Assemblies led by pupils.
- Keep Safe Programme.
- P.D.M.U.
- Emotional Intelligence (each month focusing on one emotion and developing the vocabulary).

NO BLAME APPROACH

1. Meet with the victim. (Find out how they feel, who is involved. Explain and seek victim's permission to speak to a group of children).
2. Convene a meeting with the people involved (6-8 children "bystanders" and also 1 or 2 good children).
3. Explain the problem. (Victim has given you as teacher permission to talk to the group. Teacher explains no blame but we are aware of the situation. This is not the behaviour we want in our school).
4. Share responsibility. Not attributing blame but ask group how we can solve the problem?
5. Ask the group for their ideas. (Children will make suggestions).
6. Leave it up to them. "Good children" will do what they say they will do. Bullies will stop bullying but maybe not do good things.
7. Meet with the group again and also talk to the victim.
8. Monitor the situation. (You may need to meet again).

RESPONSIBILITIES OF ALL STAKEHOLDERS

ROLE OF THE STAFF

Our staff will:

- Foster in our pupils self esteem, self-respect and respect for others.
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.
- Discuss bullying with Years 3 – 7 and good friendships with Years 1 and 2. In this way every pupil will learn about the damage bullying causes to both the child who is bullied and to the bully, and the importance of telling the teacher about bullying when it happens.
- 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 act to support and protect them.
- Report suspected cases of bullying to the Mrs I Logan (Principal) or Mrs R Coalter (Designated Teacher for Child Protection).
- Follow up any complaint by a parent about bullying, and report back promptly and fully on action, which has been taken in line with our school's Complaints Policy.
- Deal with observed instances of bullying promptly and effectively in accordance with agreed procedures. (No blame approach).
- Complete a bullying incident form.
- Keep a written record of any reported instances of bullying.

ROLE OF THE 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.
- Advising their children to report any bullying to their class teacher, Mrs I Logan (Principal) or Mrs R Coalter (Designated Teacher for Child Protection), and explain the implications of allowing the bullying to continue unchecked, for themselves and other pupils.
- Advising their children not to retaliate to any form of bullying;
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken.
- Informing the school of any suspected bullying, even if their children are not involved.
- Co-operating 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.

ROLE OF THE PUPILS

We aim that our pupils will:

- Refrain from becoming involved in any kinds of bullying, even at risk of becoming temporarily unpopular.
- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so;
- Report to a member of staff any witnessed or suspected instances of bullying, to reduce any climate of secrecy and help prevent further instances.

Anyone who becomes the target of bullies:

- **Should not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.**

RESPONDING TO AN INCIDENCE OF BULLYING BEHAVIOUR

Actions, which will be taken

- A Bullying incident form will be completed.
- Parents of pupils concerned in a bullying incident will be contacted.
- All bullying incidents will be investigated.
- The No Blame approach will be adopted if suitable.
- Feedback will be given to those concerned.
- Support will be provided for the bully and the victim.
- Sanctions will be applied in keeping with our Positive Behaviour Policy.
- If necessary the relevant professionals will be contacted e.g. E.W.O., Behaviour Management Team, Educational Psychology, C.A.S.S. etc.

PARTICIPATION AND CONSULTATION PROCESS

- Questionnaires distributed to pupils, parents and whole school staff.
- Obtaining the views of pupils e.g. School Council.
- Making the parents aware through Curriculum Information Evenings.
- Monitor, Evaluate and Review.

All staff will be updated and trained in Anti – Bullying Policy and Procedures Bi – annually.

LINKS WITH OTHER SCHOOL POLICIES

- Pastoral Care.
- Child Protection.
- Positive Behaviour.
- Acceptable use of the Internet.

The co-ordinator for Pastoral Care will regularly monitor and evaluate the effectiveness of this policy through:

- Checking the number of reports of bullying.
- Discussing with staff annually the content of their schemes for pastoral care.
- An annual review of resources.

Date: October 2010

Review

Signed by Chairman of the Board of Governors.

Date: _____

LISBELLAW PRIMARY SCHOOL

BULLYING INCIDENT FORM

NAME	CLASS	
TEACHER	DATE	TIME

DETAILS OF INCIDENT

ACTION TAKEN

CLASS TEACHER COMMENT

DATE

PRINCIPAL COMMENT

DATE

PARENTAL INVOLVEMENT YES/NO DATE

