

### Responding to a Bullying Concern

The focus of any intervention must be on responding to the bullying concern and restoring the wellbeing of those involved. As such, any strategy for responding to bullying concerns must concentrate on the prevention of any further incidents.

*Using the NIABF Effective Responses to Bullying Behaviour resource, the member of staff responsible shall...*

- Clarify facts and perceptions
- Check records (SIMS/BMM)
- Assess the incident against the criteria for bullying behaviour
- Identify any themes or motivating factors
- Identify the type of bullying behaviour being displayed
- Identify intervention level
- Select and implement appropriate interventions for all pupils involved, including appropriate interventions, consequences and sanctions not listed in the Effective Responses to Bullying Behaviour resource
- Track, monitor and record effectiveness of interventions
- Review outcome of interventions
- Select and implement further intentions as necessary

*When responding to a bullying concern, school staff in St Joseph's P.S. shall implement interventions aimed at responding to the behaviour, resolving the concern and restoring the wellbeing of those involved. Where appropriate, school staff may implement sanctions for those displaying bullying behaviour.*

A decision will be made as to whether the alleged behaviour is deemed by the school to constitute bullying using the criteria mentioned above. Teachers will make this decision in consultation with the Safeguarding lead and Principal.

### SUPPORT PROVISIONS

The school will provide support to all involved in an incident. This may be internal and external. This support will be assessed throughout the process.

### Follow-up procedures

The school will:

- report back promptly to parents/carers informing them fully of actions taken/to be taken and outcomes achieved
- provide regular opportunities for post-incident learning (debriefing sessions) for both target/s and pupil/s displaying bullying behaviour e.g. using Worth a Rethink ; Think Time Discussion Sheet
- acknowledge, affirm and celebrate success

### Recording

The Schools will:

Keep a central (e.g. digital or paper) record of ALL bullying or alleged bullying incidents that occur while:

- on the premises of the school during the school day
- travelling to or from the school during the school term (school bus);
- the pupil is in the lawful control or charge of a member of the staff of the school; or
- the pupil is receiving educational provision arranged on behalf of the school and provided elsewhere than on the premises of the school.

*Records will be kept on file in a secure location or on the online SIMS Behaviour Management Module, which is part of the C2k system in schools. Access to these records will be restricted and only provided to those members of school staff with a legitimate need to have access.*

*The full Anti-Bullying Policy can be seen in the school on request or on the school website.*

<https://www.stjosephspsballycruttles.com/>

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# ST JOSEPH'S P.S.



## Anti Bullying Policy

## POLICY & PROCEDURES

## Information for Parents

### Contact Details:

Principal Mrs I. Porter

Email: [iporter336@c2kni.net](mailto:iporter336@c2kni.net)

# MISSION STATEMENT



## ETHOS

**'A small school with a big heart'**

*'We want our school to be a place for everyone. To do some work and have some fun! Where people feel like they belong. We ask God's Holy Spirit to be active here. To make an atmosphere of joy, peace and love.'*

Our purpose is to provide a solid foundation to help the children to progress to adulthood through:

- Encouraging each child to be confident, independent and responsible learners through a curriculum which suits the needs of each individual.
- Promoting the development of lively and enquiring minds to acquire skills towards self learning.
- Developing respect for others in terms of religion, race and personal circumstances and
- Encouraging the children to become active and interested members of the wider community.

**At Saint Joseph's P.S we believe all forms of bullying behaviour are unacceptable. We believe that all pupils have the right to learn in a safe and supported environment.**

We as a school community repudiates bullying behaviour of any kind, to any member of the school community, by any member of the school community.

Our anti-bullying policy is based on establishing good relationships between staff, staff and pupils and between the pupils themselves. Relationships between home and school play an essential part in the success of our policy, as parental awareness and support of the anti-bullying policy is vital in supporting the mechanisms in place at school.

## What is meant by the term 'bullying'.

The Addressing Bullying in Schools Act (NI) 2016 provides schools with a legal definition.

### Addressing Bullying in Schools Definition of "bullying":

1.—(1) In this Act "bullying" includes (but is not limited to) the repeated use of—

(a) any verbal, written or electronic communication,  
(b) any other act, or  
(c) any combination of those, by a pupil or a group of pupils against another pupil or group of pupils, with the intention of causing physical or emotional harm to that pupil or group of pupils.

(2) For the purposes of subsection (1), "act" includes omission.

A statement on the definition can be seen below:

***Bullying is behaviour that is usually repeated, which is carried out intentionally to cause hurt, harm or to adversely affect the rights and needs of another or others.***

While bullying is usually repeated behaviour, there are instances of one-off incidents that the school will consider as bullying.

***Any incidents which are not considered bullying behaviour will be addressed under the Positive Behaviour Policy.***

***The following unacceptable behaviours, when repeated, targeted and intentionally hurtful, may be considered a bullying behaviour:***

#### ***Verbal or written acts***

***-saying mean and hurtful things to, or about, others***  
***-making fun of others***  
***-calling another pupil mean and hurtful names***  
***-telling lies or spread false rumours about others***  
***-try to make other pupils dislike another pupil/s***

#### ***Physical acts such as:***

***-Hitting, kicking, pushing, shoving, material harm, such as taking/stealing money or possessions or causing damage to possessions***

#### ***Omission (Exclusion)***

***-Leaving someone out of a game***  
***-Refusing to include someone in group work***

#### ***Electronic Acts***

***-Using online platforms or other electronic communication to carry out many of the written acts noted above***

***-Impersonating someone online to cause hurt***  
***-Sharing images (eg. photographs or videos) online to embarrass someone***

We must stress that the above list is not exhaustive and that other behaviours which fit with the definition may be considered bullying behaviour.

***Bullying is an emotive issue, therefore it is essential that we ensure we use supportive, understanding language when discussing these matters. For that reason we will not refer to a child as 'a bully', nor will we refer to a child as 'a victim'. Instead, we will refer to the child describing the situation surrounding that child, for example:***

***-A child displaying bullying behaviours***

***-A child experiencing bullying behaviours***

***We encourage all members of the school community to use this language when discussing bullying incidents.***

## Reporting a bullying behaviour concern

In the first instance, all bullying concerns should be reported to the Class Teacher- Where the parent is not satisfied that appropriate action has been taken to prevent further incidents, or where further incidents have taken place, the concern should be reported to the Principal.

Where the parent/carer remains unsatisfied that the concern has not been appropriately responded to, the school's complaints procedure should be followed. This usually involves making a formal, written complaint, to the Chair of the Board of Governors.

While the majority of reports of bullying concerns will come from pupils and their parents/carers, St Joseph's P.S. is open to receiving such reports from anyone within the school community.

All reports of bullying concerns received from pupils and/or parents/carers will be responded to in line with this policy and feedback will be made to the person who made the report. However, no information about action taken in relation to a pupil can be disclosed to anyone other than the pupil and his/her parents/carers.