



Leadhill Primary School

Anti-Bullying Policy

Policy statement

This anti-bullying policy reflects the school aims with a view to providing a secure and caring environment where there is effective learning and teaching and everyone has the best possible opportunities to develop to their full potential. The school aims to foster values of tolerance and mutual respect through promoting the self-esteem of all members of the school community. In our school, bullying behaviour is contrary to the school ethos.

Aims of the policy

- To prevent or reduce bullying in any form.
- To adopt a consistent approach to dealing with incidents of bullying.
- To create an emotionally safe environment where positive relationships can develop.
- To ensure that all pupils, parents and staff are aware of this policy and their roles and responsibilities in contributing to its success.

Definition of bullying

Addressing Bullying in Schools Act (Northern Ireland) 2016 defines bullying as follows:

“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.

Bullying can take many different forms –

- Physical (kicking, hitting, tripping, pushing etc.)
- Verbal: (inappropriate language, malicious gossip, offensive name-calling, spreading rumours, teasing, etc.)
- Social/Non-Verbal: (excluding, offensive gestures, getting people into trouble, unpleasant notes/text messages etc.)
- Emotional: (personal comments/graffiti about others, making people feel unhappy/isolated etc.)
- Racial, transphobic and homophobic bullying
- Disablist bullying
- Cyber bullying

These six categories may be inter-related.

Strategies to prevent or reduce bullying

At Leadhill Primary School we maintain the following strategies to prevent and reduce bullying behaviour:

- Ensure that all staff (teaching and non-teaching), parents and pupils and all members of the school community are aware of the school code of conduct as set out in the school positive behaviour policy.
- Ensure that all staff (teaching and non-teaching), parents and pupils and all members of the school community are aware of their responsibilities to prevent and reduce bullying.
- Ensure that awareness is raised through:
 - Staff training (teaching and non-teaching staff) to ensure that all individuals are competent in implementing the policy.
 - Areas of the curriculum.

- Communicating the policy to all members of the school community.
- Ensuring that agreed procedures are in place for effectively dealing with bullying.
- Ensuring that all members of the school community take proactive measures, especially in key areas and at key times, to reduce the risk of bullying behaviour occurring.
- Ensuring that the policy is implemented.
- Ensuring that the policy is reviewed and updated regularly.

Tackling Bullying through the Curriculum

We will also use curriculum strategies to prevent, reduce and raise awareness about bullying.

- Structured activities that are likely to improve relationships and self-esteem in the classroom, and hence reduce bullying, are also central to creating a classroom within which effective learning can take place.
- Building individual self-esteem and positive working relations are central to improving the academic curriculum rather than peripheral to it.
- We use positive teaching strategies across the curriculum and reward positive behaviours.
- We participate annually, on a whole-school basis, in the NIABF (Northern Ireland Anti-Bullying Forum) Anti-Bullying Week.

Art - Children often find it easier to express their feelings through art and this can often lead to discussions and hopefully resolutions.

R.E. - Explore and discuss the importance of relationships and the importance of tolerance for others and self-respect. (We are all individuals).

P.E. - Helping children to gain physical confidence and greater self-control, offering opportunities for children to work together to build team spirit and to support one another.

Drama – This subject area offers a wealth of opportunities including role - playing difficult situations, keeping feelings under control, resisting pressure and practising the expression of strong emotions. Situations can be developed with possible alternate strategies or endings. Drama can be used to develop the language of "telling" and feeling confident with this.

Literacy - This allows the development of many skills - listening, speaking, reading and writing, presenting a case, taking part in debate, planning and evaluating a campaign, speaking and writing reports, newspaper articles and stories.

Literature is a core component of the English Curriculum, making it a good vehicle for exploring all kinds of behaviour including bullying.

ICT – teaching children good practice in the use of the Internet including observing the 'SMART' rules.

PDMU in the New Curriculum provides many opportunities to promote positive relationships, and anti-bullying strategies.

In Leadhill primary school we have a well-disciplined, well organised and child-centred school and this minimises the occurrences of bullying.

We have developed our playground into a space that caters for the variety of play needs that children of Primary School age have. We have introduced a Playground Buddy system at senior lunchtimes to support children in the playground and introduced activities into the playground at break times – an initiative driven and developed by the children themselves.

Individual responsibilities

All members of the school community have a key role in promoting, implementing and supporting the anti-bullying policy of Leadhill Primary School. It is important that there is a collaborative whole school approach to address any difficulties which may be encountered.

Staff should:

- provide a safe, secure and caring environment.
- promote and sustain good behaviour.
- listen to all reports of bullying.
- address each situation in line with procedures.
- work collaboratively with all relevant members of the school community developing positive partnerships with parents.

Pupils should:

- follow the school's code of conduct
- avoid inappropriate behaviour which might be considered as bullying.
- be respectful and supportive to others.
- report all incidents of bullying (knowing if they are being bullied or if another pupil is being bullied that they need to tell someone).
- be assertive in making clear their dislike of any behaviour.

Parents should:

- work in partnership with the school.
- report any concerns to the school.
- discourage behaviours which might be considered as bullying.
- accept their role in dealing with bullying behaviours which occur outside the school so that they do not interfere with effective learning and teaching during the school day.
- stress to their children that retaliation is not helpful.

- allow the school time to follow the appropriate procedures.

Staff procedures

- All Staff will take the issue seriously and deal with any concerns immediately.
- All staff will record all events in writing as reported by a child, parent or member of staff.
- Staff will discuss any 'bullying' issue with a member of the Senior Management Team. They will then inform the victim's parents if they are unaware of the problem.
- Teachers, supported by the school safeguarding team, will complete a Bullying Concern Assessment Form. This form will assist the process of identifying that the concerning behaviours and actions are bullying behaviours.
- If the behaviours have been identified as being bullying behaviours, staff will work with the Principal to plan a resolution of the situation for the child experiencing the bullying behaviours and the child demonstrating the bullying behaviours.
- If the behaviours are not identified as being bullying behaviours, the behaviours of concern will be dealt with in line with our Promotion of Positive Behaviour Policy.
- Report back to the parents of the child experiencing the bullying behaviours and the parents of the child demonstrating bullying behaviours, as quickly as possible.

Our Anti-Bullying Policy is made available to everyone in the school community.

We will keep a record of bullying incidents and through careful monitoring will identify problems and pin-point areas in which specific intervention would be useful.

Leadhill Primary School's Anti-Bullying Policy is part of the school's overall concern to promote a healthy environment, good pastoral care and a positive approach to child protection. It will be evaluated and reviewed from time to time as part of the process of school development planning.

This policy should be read in conjunction with the school's policies on:

- Acceptable Use of the Internet
- Mobile Phone and Hand Held Devices
- Promotion of Positive Behaviour