



**Nun's Cross
National School**

Anti-Bullying Policy

1. Objective

We aspire to fostering an atmosphere of respect, understanding and encouragement between all who teach, work and learn in the school, so that the development and contribution of every individual can be acknowledged, and all can work together to benefit personal growth and the common good.

2. Scope of Policy

This policy applies to the whole school community and their relationships with students and therefore to pupils, teachers, management, board of management, parents, administration and all support staff.

3. Definition of Bullying

Bullying includes, but is not confined to, repeated aggression, verbal, psychological or physical, conducted by an individual or group against another or others. Isolated incidents of aggressive behaviour, which are never condoned, may be described as bullying but, as a general rule, we will take bullying behaviour to be systematic and ongoing. Bullying or any form of inappropriate behaviour will be dealt with in accordance with this policy.

4. Examples of Behaviour Deemed to be Inappropriate.

For each behaviour, the mode of communication can include verbal, written, text, email or any electronic communication.

The following is a list of the types of inappropriate behaviour.

Humiliation, Intimidation, Verbal abuse, Physical abuse; Aggressive; Offensive joke, Victimisation, Exclusion and Isolation, Intrusion, Repeated threats or attack.

Every day examples include: persistent hair pulling, mimicking, blackmailing, pushing people, saying or writing cruel things about the person, family, clothes or appearance, name calling, kicking, hitting, spreading rumours, making threats, intimidation and exclusion/isolation.

5. Out of school bullying

Should an issue, arising outside of school hours, have an impact on school life, the anti-bullying policy procedures will be implemented accordingly.

This list is illustrative and not exhaustive

6. Preventative Initiatives

Nun's Cross National School is committed to a whole school approach to bullying. Bullying needs to be a concern, throughout the school so staff and pupils can build a positive corporate identity and give consistent messages.

Classroom practice and curriculum will be positively used as a vehicle for raising awareness and understanding of the concept, in particular using;

- Class chats and discussion about inappropriate or bullying behaviour
- Curriculum input through SPHE/R.E. and Stay Safe Programme
- Class rules which promote self-esteem and respect for all

In the playground we encourage constructive play and communication. We will implement positive interventions wherever possible.

We raise awareness of bullying as a form of unacceptable behaviour with school management, teachers and staff, pupils and parents/guardians

Rewards

We will always try to take the opportunity to offer praise and encouragement.

Encouragement: highlight positive behaviour and set achievable goals.

Praise: acknowledge children and positive actions in class and assemblies

- Certificates/stickers
- Children sent to Principal for praise/encouragement/reward
- A whole class may be rewarded publicly

7. Procedures for Investigating and Dealing with Bullying

If a bullying issue occurs children should first report the incident to their class teacher. The class teacher should record the information on the template for recording bullying behaviour. If the issue is not resolved at this stage it should be reported to the principal or vice principal in the absence of the principal. If necessary the incident will be brought to the attention of the chairperson of the Board of management and finally will be reported to the Board of management.

Teachers will take a calm, unemotional problem-solving approach when dealing with incidents of bullying behaviour reported by either, pupils, staff or parents/guardians. In any incident of bullying, the teacher will speak separately to the pupils involved, in an attempt to get both sides of the story. All interviews will be conducted with sensitivity and with due regard to the rights of all the pupils concerned. Pupils who are not directly involved may be required to provide any relevant information.

- I. When analysing incidents of bullying behaviour, the teacher will seek answers to questions of **what?, where?, when?, who? and why?** in a calm manner, setting an example in dealing effectively with the conflict in a non-aggressive manner.
- II. If a group is involved, each member will be interviewed individually and then the individuals are met as a group. Each member will be asked for her account of what happened to ensure that everyone is clear about what everyone else has

said. Other pupils may also be interviewed to get a clearer picture. Students will be encouraged to report incidents and we will emphasise that it's not telling tales.

- III. Incidents of once off aggression and bullying behaviour will be dealt with by the teacher and may include the sanctions stated below in 7. If it is concluded that a pupil has been engaged in bullying behaviour, it will be explained so as to try to allow the bully to see the situation from the victim's point of view.
- IV. The 'No Blame' approach may be used to resolve less serious incidents of bullying. More serious incidents of bullying will be dealt with according to the sanctions outlined below.
- V. Teachers who are investigating cases of bullying behaviour will keep a written record of their discussions with those involved. It may also be appropriate or helpful to ask those involved to write down their account of the incident.
- VI. In cases where it has been determined that bullying behaviour has occurred, follow the procedure at 7. **Sanctions for Bullying** below and meet both sets of parents/guardians if necessary. Discuss ways in which they can reinforce or support the actions taken by the school.
- VII. Separate follow-up meetings with the two parties involved will be arranged with a view to possibly bringing them together at a later date if the victim is readily agreeable.

The 'No Blame' Approach

- Interview the child being bullied and the bully.
- Interview others involved
- Explain the problem
- Share responsibility
- Encourage pupils to identify solutions
- Meet them again

7. Sanctions for Bullying

Immediate:

Apology to victim - oral and written to be signed by parent/guardian

Report to Principal

Verbal reprimand

Removal from the group (in class)

Carrying out a useful task in school

Parents notified by Principal if necessary

Warned officially to stop offending

If bullying re-occurs:

Oral and written apology to victim signed by parent/guardian

Report to the Principal

Verbal reprimand

Involvement of parents

Detention

Withdrawal of privileges- to go on class trip etc.

If no improvement:

Behaviour contract and ongoing monitoring

Details of bullying incident placed on pupil's file

Ultimate sanction:

Request to appear before Management Committee

Exclusion for a timed period

Permanent exclusion

8. Helping the Victim

Reassure the victim that the incident will be dealt with and ensure that it is seen to be dealt with. Allow time to listen to what is going on.

Develop a "buddy" system with another pupil with whom they feel confident.

Inform the pupil's parents and keep them up to date with the situation.

9. Helping the Bully

Recognise that pupils who bully have a problem themselves and therefore, they need help in order to change behaviour.

Reasons for bully-type behaviour could be that they themselves are being bullied outside school, that they are spoiled and want their own way, that they are reacting to a traumatic event in their own life, that they don't feel respected or valued or that they're not coping well themselves with school or events at home.

10. Recommendations

School staff should

- Be prepared to find time to listen to children and take them seriously in a way which won't lead to them feeling humiliated or embarrassed;
- Ensure to report all bullying incidents;
- Look out for bullying behaviour and be aware of children at "risk";
- Include teaching about positive behaviour through the curriculum;
- Always implement the rewards where appropriate and sanctions as quickly as possible;
- Ensure that everything we do gives the message " **Bullying is not ok**";
- Examine our own behaviour to make sure we are not bullying pupils ,colleagues or parents;

Pupils should

- Trust school staff to take action if being bullied;
- Be aware of rewards and sanctions and understand that your actions will have consequences;
- Tell staff if you are being bullied or worried about a friend being bullied;
- Not stand by and do nothing or laugh when bullying is taking place;
- Try to be helpful and kind to others at all times;
- Be honest and take responsibility if found bullying;
- Accept sanctions and consequences;

Parents should

- Encourage your child to be nice and kind to other children;
- Set firm guidelines and rules for your child and promote good habits;
- Be a good role model for your children and act responsibly;
- Encourage your child to speak up for herself if being bullied;
- Listen to your child and prompt her to tell her teacher or Principal if being bullied;
- Alert the teacher if you are aware or suspect bullying is happening;
- Contact the Principal if bullying is continuing;
- Support the school if any action needs to be taken;

This policy will be reviewed and adapted if necessary

Review date:

June 2018

Signed: _____ Chairman of the Board of
Management

Date: _____