



Moyallon Primary School

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**Moyallon
Primary
School
Anti Bullying
Policy**

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MISSION STATEMENT

To ensure that every child is given the opportunity to fulfill his or her potential both academically and socially by encouraging each one to always do their best.

RATIONALE AND AIMS FOR OUR ANTI-BULLYING POLICY

At Moyallon Primary we believe that all members of the school community have a right to work in a secure and caring environment.

Therefore, bullying behaviour **will not** be tolerated.

We aim to:

- Listen to all children sympathetically.
- Investigate incidents carefully.
- Take reasonable measures to ensure that the situation is resolved.
- To involve and inform parents.

LINKS WITH OTHER SCHOOL POLICIES

Moyallon Primary School Anti- Bullying Policy forms part of our school's overall Pastoral Care Policy.

It links with our Child Protection Policy and the sanctions which may be used as part of a disciplinary process may be found in our Positive Behaviour Policy.



PARTICIPATION AND CONSULTATION PROCESS

Parents were asked to complete a questionnaire in November 2009 and were asked to make comments on the subject of Anti-Bullying. (Appendix 1).

The children in Primaries 3-7 also filled in a questionnaire and took part in class discussions. (Appendix 2).

The results of these questionnaires and discussions were the basis of the review of our Anti-Bullying Policy.

Our policy was formulated by the school staff in consultation with the pupils and parents in adherence with the Education and Libraries (N.I) Order 2003. It has been adopted by the Board of Governors and will be reviewed and if necessary updated regularly.

DEFINITION OF BULLYING BEHAVIOUR

Following consultation with Governors, staff and parents the following definition of bullying behaviour has been agreed:

‘The repeated use of power by one or more people intentionally to harm, hurt or adversely affect the rights and needs of another or others’.

Adopted by the N.I Anti-bullying Forum (2005).

FORMS OF BULLYING

Bullying can take various forms. Examples of bullying behaviour include: (this is not an exhaustive list),

PHYSICAL	Hitting, kicking, spitting, nipping, pushing, tripping, interfering with another pupils property.
VERBAL	Name calling, teasing, spreading rumours.
PSYCHOLOGICAL	Belittling another pupils abilities and achievements, excluding another pupils from a group, writing offensive notes or graffiti about another pupil, ridiculing another pupil’s appearance or personal mannerisms.
CYBER BULLYING	Inappropriate use of a web cam, abusive messages and pictures, texting hurtful messages and pictures by phone.

PREVENTIVE STRATEGIES

At Moyallon Primary School we believe that preventive measures will help to reduce the incidence of bullying behaviour.

We believe it is important to build each pupil's self esteem and teach them to value and respect both themselves and others.

We recognize the partnership between school staff, our parents, Board of Governors and pupils and the need to work together to tackle bullying.

- We encourage our pupils to express their feelings and concerns.
- We reward positive behaviour through schemes such as our 'Pupil of the Month' and 'Star Class Award' given out weekly.
- The skills of respect, sharing, empathy, confidence, taking turns and communication are taught through our Personal Development and Mutual Understanding Programme.
- We have introduced clear playground rules and routines.
- We take part in Anti-Bullying Week each year.
- We use assemblies, theatre companies and after school activities to highlight issues related to bullying and to remind children of the steps to take if they are bullied.



RESPONSIBILITIES OF OUR SCHOOL COMMUNITY

It is important to note that the Board of Governors, staff, pupils and parents all have an active role to play in the implementation and success of this Anti-Bullying Policy.

THE RESPONSIBILITIES OF STAFF

We expect our staff to:

- Foster our pupils self esteem, self respect and respect for others.
- Demonstrate by example the high standard of personal and social behaviour we expect of our pupils.
- Discuss bullying with all classes, so that every pupil learns about the damage it causes and the importance of telling a teacher about bullying when it happens.
- Be alert to the signs 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 Designated Teacher for Child Protection (Mrs Belch), and fill in an incident form.

THE RESPONSIBILITIES OF THE DESIGNATED TEACHER

- Make a written record of all complaints, discussions and action taken.
- Deal with instances of bullying promptly and effectively in accordance with agreed procedures.
- Report back to children, teachers and parents promptly and fully on the action that has been taken.

THE RESPONSIBILITIES OF PUPILS

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying.
- Remember to ask themselves 3 simple questions;
If it's a joke, is everyone laughing?
If it's a game, is everyone enjoying it?
If it's an accident, is anyone trying to help?
- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so.
- Report any witnessed or suspected instances of bullying to a member of staff.
- Get away if they are in danger.
- Try to be strong, walk confidently and shout 'No' loudly.
- Remember no one deserves to be bullied.

No one should suffer in silence. If a pupil is being bullied they should:

- Tell an adult they trust.
- Find a friend and avoid being alone in places where bullying is happening.

THE RESPONSIBILITIES OF PARENTS

We expect our parents to:

- Point out the implications of bullying, both for the children who are bullied and for the bullies themselves.
- Watch for the signs of bullying.

Your child may:

- Not want to go to school.
- Find it hard to sleep.
- Be tearful.
- Be quieter than usual, withdrawn or distressed.
- Have damaged or lost possessions.
- Have unexplained cuts or bruises.

- Teach their children to report any bullying to their teacher or The Designated Teacher.
- Advise their children not to retaliate violently to any forms of bullying.
- Encourage their children to be sympathetic and supportive towards children being bullied.
- Keep a written record of any reported instances of bullying and inform the school of any suspected bullying.
- Co-operate with the school.
If their children are accused of bullying try to ascertain the truth.
If their child is being bullied, give the school time to resolve the problem.

PROCEDURES FOR DEALING WITH INCIDENTS OF BULLYING BEHAVIOUR

Step 1 **REPORTING AN INCIDENT**

- An incident may be reported by a child or a parent.
- The incident will be recorded in the teacher's class incident file. (Appendix 3)

- When a bullying incident is reported, the information will be shared with:
The class teacher of any pupil involved.
The Designated Teacher for Child Protection (Mrs Belch), or Deputy Designated Teacher (Mrs Best).
The Principal

Step 2 **INVESTIGATING AN INCIDENT**

This will normally be carried out by the Designated Teacher for Child Protection. Pupils involved will be interviewed and a record made of their responses using our school's incident report form. (Appendix 4)

Parents of all pupils involved will be informed of the school's action regarding the incident.

Step 3 **PLANNING A RESOLUTION**

This may include:

- Setting up support measures for vulnerable children
- Teaching children strategies to deal with / avoid bullying behaviour.
- Seeking apologies for and understanding of unacceptable behaviour.
- Setting targets for acceptable behaviour.
- Disciplinary action.

Sanctions may include:

- Apologies, verbally or in writing.
- Withdrawal of privileges.
- Changes in seating arrangements.
- 'Time out' space in the playground.
- Staying inside at break time/ lunch time.
- Additional work (relevant to current studies).
- Temporary removal of pupil to another class.
- Restricted access to extra-curricular activities.
- Referral to a senior member of staff for reprimand.
- Written reports to allow staff and parents to monitor pupil's behaviour.
- The Chair/Vice-Chair Person of the Board of Governors being informed.
- In extreme cases, suspension following the SELB procedures for suspension.
- Expulsion following the SELB procedures for expulsion.

Step 4 **REVIEWING THE SITUATION**

The Designated Teacher will monitor and formally review the situation within one month of the initial report. This will be done with the co-operation of the teachers, pupils and parents concerned.

Step 5 **INVOLVING OTHER AGENCIES**

The School may draw support from a range of outside agencies, including:

- The Pupil Personal Development Services Team.
- The Education Welfare Office.
- The Behaviour Support Team.
- The Educational Psychology Serv

Communication

Communication to Parents

Copies of our Anti-Bullying policy are available for all parents from the school office. The policy is also available from our school website, www.moyallonps.co.uk

Communication to Permanent Teaching/Non Teaching Staff.

An electronic copy of our Anti-Bullying Policy has been placed on our Public Folder File.

Hard copies are available from the school office.

Communication to Temporary Teaching Staff/ Non Teaching Staff

The Principal will be responsible for briefing temporary staff on the content of the school's Anti-Bullying Policy and anti-bullying procedures.



MONITORING AND REVIEW

The Principal will:

- Monitor implementation of this policy throughout the school
- Facilitate the continuous professional development of staff in this area.
- Report annually to the Board of Governors on Pastoral Care provisions within the school.
- Be responsible for briefing temporary teaching and non-teaching staff of the procedures within this document.
- Review the Anti-Bullying policy in line with any new Department of Education Guidelines or Reports.

Chair of the Board of Governors	
School Principal	
Date	

Questionnaire for parents/carers

We received 68 returns

What do you think? Please tick only one box for each question.	true	mostly true	hardly true	not true	unable to answer
The school is fully committed to creating an environment of care and trust for all pupils.	85.25%	13.25%	1.5%		
High standards of behaviour are expected and are evident in the school.	84%	15%	1%		
All staff are fair, firm, consistent and compassionate in their approach to keeping good order in the school.	79.5%	16%	3%		1.5%
Pupils feel able to express concerns about bullying to any member of staff, knowing that these will be received sympathetically and that appropriate action will be taken.	68%	25%	1.25%	1.25%	4.5%
I am aware of clearly defined procedures for reporting and recording bullying incidents in school.	44%	27%	10%	19%	
Teachers and supervisors help my child to feel safe in the playground.	71%	24%	3%	1%	1%
Good relationships between teachers and pupils exist in and out of the classroom.	87%	10%	1.5%		1.5%
The pupils are encouraged to value one another and to express their own views while appreciating the views of others.	75%	19%	3%		3%
My child feels secure and free from emotional and physical harm in school.	72%	22%	4.5%		1.5%
The achievements of all pupils are recognised, valued and celebrated so that pupils' self esteem is enhanced.	84%	16%			
In school, pupils learn to respect and appreciate differences.	82.5%	16%	1.5%		
There is frequent and effective liaison with parents and incidents of bullying are tackled in partnership with parents.	62%	21%	6%	1%	10%

Definition of Bullying	I agree	I disagree
The repeated use of power by one or more people intentionally to harm, hurt or adversely affect the rights and needs of another or others.	96%	4%

Pupil Questionnaire

My Class _____

Today's Date _____

		True	Mostly True	Hardly True	Not True
0	I like ice cream				
1	I feel safe in school.				
2	Pupils in our school are well behaved.				
3	If I am bullied in school I know who to go to.				
4	Teachers and supervisors help me to feel safe in the playground				
5	I get on well with other pupils in my class.				
6	If I am bullied in school I am not afraid to tell.				
7	When we do well in school we are praised and rewarded.				
8	In school we learn how to work well together.				

INCIDENT REPORT FORM

Incident reported by : _____

Date: _____

Teacher Handling Report: _____

Who is involved?

What happened?

Where does is happen?

Action taken?

Designated Teacher Informed

INCIDENT REPORT FORM – DESIGNATED TEACHER

Childs response to incident.

Action Taken.

Action Reported to Parents

Principal Informed

Review Date _____

Any further Action Required.

Report Completed by: _____