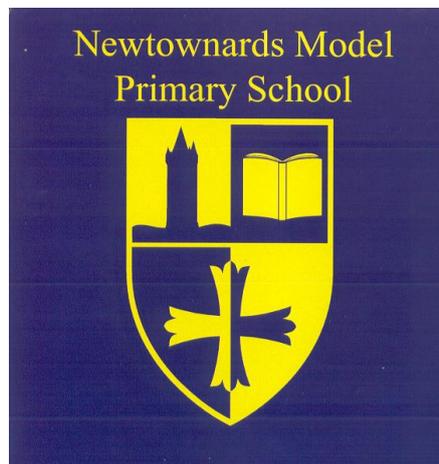


Newtownards Model Primary School



Anti-Bullying Policy

MISSION STATEMENT

Working as a team within a respectful, safe, caring and secure environment we will develop the intellectual, physical, moral and creative abilities of all our pupils, so that each child becomes responsible for their own learning and develops to their full potential

Anti-Bullying Policy Statement

From time to time pupils may be victims of bullying, in spite of our caring ethos and positive behaviour policy. They may be unable to learn effectively as a result. If we allow bullying to go unchallenged we are not providing our pupils with the safe and educationally stimulating learning environment they deserve.

Being bullied can result in fear, depression and feelings of worthlessness and anger. The school will promote positive relationships by encouraging pupils to report incidents and to accept responsibility for the welfare of other pupils. All staff, both teachers and ancillary staff should be respected, should manage behaviour positively, be alert to the dangers of bullying and aim to provide positive role models for our pupils.

School Aims and Objectives in Relation to Bullying Behaviour

As a caring school our teachers and support staff will not tolerate bullying. Our aim is to have a school which is safe, secure and happy. We will act swiftly when a case of bullying occurs. Reported incidents will be taken seriously and thoroughly investigated.

Our Definition of Bullying Behaviour

Bullying is the wilful, conscious desire to hurt or frighten someone else. It is **repeated** aggression, verbal, psychological or physical, conducted by an individual or group against others. Bullying is behaviour that **intentionally** causes distress to others. It may be physical (eg hitting, kicking), verbal (eg name calling), social (eg excluding someone from a group), psychological (eg when it causes an individual to lose self-esteem) or cyber by means of social media/ICT.

Preventative Steps

The school will act positively in an endeavour to eliminate bullying in all forms by: -

1. Promoting good discipline both in the classroom and the playground so that children are aware of the consequences of unacceptable behaviour.
2. Encouraging children to speak out and inform a supervisor or teacher if they are aware of, or suffer from bullying.
3. Promoting inclusion.

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4. Encouraging parents to inform the school if any incidents of bullying are known to them.
5. Recording and investigating as quickly as possible all reported cases of bullying (see "Procedures for dealing with bullying.")
6. Giving help, support and advice to the victim.
7. Ensuring that pupils, parents and staff (both teaching and non-teaching) are aware of the policy on bullying.
8. Involving outside agencies for support and advice where appropriate.
9. Using the Pupils' Worry Box

Individual Responsibilities

The issue of bullying is a matter of partnership including all pupils, staff and parents.

School Responsibilities

- To provide a safe environment for all children
- Promote an ethos of respect for the individual
- Encourage pupils to tell
- Take all aspects of bullying seriously
- Log all incidents
- Celebrate and promote good behaviour
- Challenge negative attitudes towards prejudice and discrimination
- Focus attention, advice and anti-bullying education if required, to individuals, groups, classes or year groups.

Pupil Responsibilities

- Report bullying
- Avoid any bullying behaviour
- Pupils should not react aggressively
- Pupils should have respect for themselves and others
- Adhere to rules

Parental Responsibilities

- Discourage a tendency towards bullying behaviour
- Work in partnership with the school
- Report any concerns to the school
- Stress to children that retaliation is not helpful
- Resolve difficulties occurring outside school to prevent them continuing inside school
- Parents should understand that ongoing issues or difficulties experienced outside school, within the community, are beyond the jurisdiction of the school.

PROCEDURES FOR DEALING WITH BULLYING

1. Since we take the problem of bullying seriously, any reported incidents will be dealt with accordingly.
2. The problem may be reported by a child, parent etc. to a teacher or supervisor who will deal initially with the situation. If deemed serious, the information will be passed on to the designated teacher.
(Designated teacher in Newtownards Model Primary School is Mrs E Simpson – Vice Principal)
3. The designated teacher will investigate the incident(s) thoroughly including separate discussions with both victim and bully. All relevant details will be recorded. The outcome of these discussions will be reported to parents.
4. The teacher(s) of the children concerned will also be made aware of what has happened.
5. It may be necessary under certain circumstances to impose sanctions on the bully. Bullies should be made aware that their behaviour will be closely monitored over a stated period of time. Sanctions may include exclusion from the playground. See Behaviour for Learning Policy.
6. The school may seek the advice and support of the Educational Welfare Officer and Educational Psychologist through the Special Needs Code of Practice.

Links with other Policies

This anti-bullying policy should be seen as being closely linked to the school's Safeguarding, SEN and Inclusion and Behaviour for Learning Policies.

Monitoring and Reviewing the Effectiveness of the Anti-Bullying Policy

The policy in general will be reviewed bi-annually.

The ultimate responsibility for the introduction and implementation of the policy remains with the Board of Governors. However, it is important to remember that staff, pupils and parents have an active part to play in the evolution, development and maintenance of this policy.