



*"To enhance each talent.
To meet each need".*

ANTI-BULLYING POLICY

In St Colman's we believe that it is the basic entitlement of all our children to receive their education free from humiliation, oppression and abuse and therefore we see it as our responsibility to create an atmosphere that is caring and protective.

Nature of Bullying and Effect on Victim

Bullying can be physical and / or verbal in nature. It encompasses conduct which includes name-calling and teasing, jostling and pushing, isolating, intimidation, extortion and assault.

The victim may suffer physical / psychological abuse of their persons, isolation and loneliness, insecurity, anxiety and fear arising from the threatening atmosphere which surrounds him / her.

We must remember that any repeated / continuing behaviour which causes distress to a child is bullying. Some teasing which may be dismissed as insignificant and the child told to ignore, may in fact, cause considerable pain.

Our pupils need to know that action will be taken in the case of bullying however insignificant it may appear. They need to be assured that they can speak to their teacher or any non-teaching member of staff that the matter will be handled discreetly and sensitively with information passed on only on a need to know basis.

Intervention on the part of the Teacher

We, as a staff, believe that early intervention on the part of the teacher is of vital importance if behaviour is to be changed. Intervention offered early and with insight may involve little effort for the teacher and much relief for the child. All staff are on the lookout for early signs of distress in pupils e.g. deterioration of work, spurious illness, isolation, the desire to remain with adults or indoors at playtimes, erratic attendance. We listen carefully and record all significant incidents. Each case is followed up immediately to ensure that the child is given as much support as possible.

Record Keeping

In order to convey to the children how seriously the school regards bullying behaviour, we have established certain procedures outlined below.

In a case of an incident reported by a child, it will be investigated by the teacher.

The Principal discusses and records in the Discipline Book the events with both victims and bully. If bullying continues the parents of the bullying child and of the victim are then informed. The parents of the victim are made aware of the support we give their child and asked for their active help in reassuring the child that the matter is being dealt with. The parents of the bully are made aware of the unacceptable nature of their child's behaviour and the possible consequences of any repetition i.e. suspension, or in extreme cases expulsion.

Supervision

We are aware that bullying does not only take place on the way to or from school. We have in place rotas which ensure that the children are supervised and conduct monitored as carefully as possible at all times in the school day.

Prevention is better than cure:

In St Colman's we work to stop bullying before it starts.

- We believe that possible victims of bullying need their self-esteem raised through activities which are designed to improve their social skills.
- We believe also that potential bullies need help to show them that they can satisfy their needs through co-operation and working with others rather than in confrontational or aggressive ways.

As part of our Pastoral Care, Child Protection, PDMU and Alive O Programme our children are regularly encouraged to think about their feelings and behaviour and how it affects others. We believe that developing empathy at

this level will enable the children to see things more readily from the point of view of others and lead to more thoughtful and respectful behaviour.

Study and discussion on the theme of bullying is also developed in response to texts which are met in Literacy. Role-play situations may be devised to help the children deal with possible bullying scenarios. Similarly, potential bullies may benefit from being placed in situations which require them to see things from the victim's point of view. Our aim is to develop a caring co-operative ethos in our school and to make the school days as happy and productive as possible.

Rewarding Good Behaviour

We have in place a reward system which encourages good behaviour and we are continuously working to develop and improve on this.

We use a variety of methods to reward and encourage non-aggressive behaviour e.g. verbal praise in class, class merit system, class prizes, giving of responsible tasks, acknowledgement by Principal / Vice-Principal, public recognition at assembly and Golden Certificates/Table.

Role of the Principal

The Principal works to ensure that all pupils, parents and adults in the school community know that bullying is completely unacceptable and that every support will be given in preventing or dealing with it.

The Principal will ensure that all reported incidents are recorded consistently and in a way that allows for the effective monitoring of behaviour.

The Principal ensures that provision is made to follow up the detection and reporting of incidents so that victims of bullying can be supported and bullies deterred.

The Principal may deal with specific complaints from parents.

Through class visits or meetings with year groups the principal may highlight and reward those pupils who are making a positive attempt to adjust their behaviour in order that they are more socially acceptable.

This Policy has been reviewed, amended and updated with the Staff on

Principal _____

Chairperson of the Board of Governors _____