



## **Carnalridge Primary**

# **Addressing Bullying policy**

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## **Introduction and Statement**

***At Carnalridge Primary School we believe all forms of bullying behaviour are unacceptable. We believe that all pupils have the right to learn in a safe and supported environment.***

### **The Legislative Context:**

- The Addressing Bullying in Schools Act (Northern Ireland) 2016
- The Education and Libraries Order (Northern Ireland) 2003 (A17-19)
- The Education (School Development Plans) Regulations (Northern Ireland) 2010
- The Children (Northern Ireland) Order 1995
- The Human Rights Act 1998
- The Health and Safety at Work Order (Northern Ireland) 1978

### **Policy & Guidance Context**

- The Addressing Bullying in Schools Act (Northern Ireland) 2016 Statutory Guidance for Schools and Boards of Governors (DE, 2019)
- Pastoral Care in School: Promoting Positive Behaviour (DE, 2001)
- Safeguarding and Child Protection in Schools: A Guide for Schools (DE, 2017)
- Co-operating to Safeguard Children and Young People in Northern Ireland (Dept. of Health, Social Services and Public Safety, 2016)
- Safeguarding Board for Northern Ireland Policies and Procedures (SBNI, 2017)

### **The International Context**

- United Nations Convention on the Rights of the Child (UNCRC)

## **Key Points**

The Addressing Bullying in Schools Act (Northern Ireland) 2016:

- Provides a legal definition of bullying.
- Places a duty on the Board of Governors to put in place measures to prevent bullying behaviour, in consultation with pupils and parents.
- Requires schools to record all incidents of bullying behaviour and alleged bullying incidents.

- Sets out under which circumstances this policy should be applied, namely:
  - In school, during the school day
  - While travelling to and from school
- When under control of school staff, but away from school (e.g., school trip)
- When receiving education organised by school but happening elsewhere (e.g., in another school in the ALC)
- Requires that the policy be updated at least every four years.
- The Education and Libraries Order (NI) 2003, requires the Board of Governors to:
  - ‘Safeguard and promote the welfare of registered pupils’ (A.17)
- The United Nations Convention on the Rights of the Child (UNCRC) sets out every child’s right to:
  - Be protected from all forms of physical or mental violence, injury or abuse, maltreatment, or exploitation. (A.19)
  - Be protected from discrimination. (A.2)
  - Express their views, in a supported and accessible way, on issues that affect them, and to have their opinions taken seriously. (A.12)
  - Education. (A.28)

We are committed to a society where children and young people can live free and safe from bullying.

- We believe in a society where bullying is unacceptable and where every child and young person is safe and feels safe from bullying.
- We believe that every child and young person should be celebrated in their diversity.
- We are committed to a preventative, responsive and restorative anti-bullying ethos across the whole school.
- We value the views and contributions of children and young people; we will actively seek these views and we will respect and take them into account.
- We understand that everyone in our school community has a role to play in taking a stand against bullying and creating a safe and welcoming environment for all.

## **Consultation and Participation**

This policy has been developed in consultation with registered pupils and their parents/carers, in compliance with the Addressing Bullying in Schools Act (NI) 2016.

Consultation with pupils took place through:

- Consultative workshops with pupils
- Class discussions/Assemblies
- Creation of a reference group of pupils, e.g., the School Council and Anti-Bullying Team.

Consultation with parents/carers took place through:

- Information sent via Seesaw
- Policy shared on Website
- Engagement with parent groups, e.g., PTA

### **What is Bullying?**

The Addressing Bullying in Schools Act (NI) 2016 provides schools with a legal definition.

**Addressing Bullying in Schools Definition of “bullying”:**

**1.(1) In this Act “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.**

**(2) For the purposes of subsection (1), “act” includes omission.**

***Bullying is behaviour that is usually repeated, which is carried out intentionally to cause hurt, harm or to adversely affect the rights and needs of another or others.***

***When assessing a one-off incident, to make a decision on whether to classify it as bullying, the school shall consider the following criteria:***

- ***severity and significance of the incident***
- ***evidence of pre-meditation***
- ***impact of the incident on individuals (physical/emotional)***
- ***impact of the incidents on wider school community***

- *previous relationships between those involved*
- *any previous incidents involving the individuals*

*Any incidents which are not considered bullying behaviour will be addressed under the Positive Behaviour Policy.*

*The following unacceptable behaviours, when repeated, targeted and intentionally hurtful, may be considered a bullying behaviour:*

- *Verbal or written acts*
  - *saying mean and hurtful things to, or about, others*
  - *making fun of others*
  - *calling another pupil mean and hurtful names*
  - *telling lies or spread false rumours about others*
  - *try to make other pupils dislike another pupil/s*
- *Physical acts*
  - *Hitting*
  - *kicking*
  - *pushing*
  - *shoving*
  - *material harm, such as taking/stealing money or possessions or causing damage to possessions*
- *Omission (Exclusion)*
  - *Leaving someone out of a game*
  - *Refusing to include someone in group work*
- *Electronic Acts*
  - *Using online platforms or other electronic communication to carry out many of the written acts noted above*
  - *Impersonating someone online to cause hurt*
  - *Sharing images (e.g., photographs or videos) online to embarrass someone*

This list is not exhaustive and that other behaviours which fit with the definition may be considered bullying behaviour.

## **Motivations behind bullying**

These include, but are not limited to:

- Age
- Appearance
- Breakdown in peer relationships
- Community background
- Political affiliation
- Gender identity
- Sexual orientation
- Pregnancy
- Marital status
- Race
- Religion
- Disability / SEN
- Ability
- Looked After Child status
- Young Carer status

***Bullying is an emotive issue, therefore it is essential that we ensure we use supportive, understanding language when discussing these matters. For that reason, we will not refer to a child as 'a bully', nor will we refer to a child as 'a victim'. Instead, we will refer to the child, for example:***

- ***A child displaying bullying behaviours***
- ***A child experiencing bullying behaviours***

***We encourage all members of the school community to use this language when discussing bullying incidents.***

***In determining 'harm' we define:***

- ***Emotional or psychological harm as intentionally causing distress or anxiety by scaring, humiliating, or affecting adversely a pupil's self-esteem.***
- ***Physical harm as intentionally hurting a pupil by causing injuries such as bruises, broken bones, burns or cuts.***

## **Preventative Measures**

- Raising awareness and understanding of the positive behaviour expectations, as set out in the Positive Behaviour Policy
- Promotion of anti-bullying messages through the curriculum e.g., inclusion of age-appropriate material specific to individual subject areas related to bullying, positive behaviour, and inclusion
- Addressing issues such as the various forms of bullying, including the how and why it can happen, through PDMU (e.g., sectarian, racist, homophobic, transphobic, disablist, etc.)
- Through the preventative curriculum actively promote positive emotional health and wellbeing (e.g., Fresh Little Minds Relax and Regulate Programme).
- Participation in the NIABF annual Anti-Bullying Week activities and Safer Internet Day.
- Development of peer-led systems (e.g., School Council/Anti-Bullying Team) to support the delivery and promotion of key anti-bullying messaging within the school
- Development of effective strategies for playground management, e.g., training for supervisors, zoning of playgrounds, inclusion of specific resources (buddy benches, play bus stops) and provision of a variety of play option to meet the needs of all pupils.
- Focused assemblies to raise awareness and promote understanding of key issues related to bullying.
- Development of effective strategies for the management of unstructured times (e.g., break time, lunch)
- Provision and promotion of extra- and co-curricular activities, aimed at supporting the development of effective peer support relationships and networks. For example, sporting activity, creative arts, leisure, and games, etc.

### **Preventative measures to prevent bullying behaviour on the way to and from school.**

This includes:

1. Development of a culture where pupils take pride in their school and are viewed as ambassadors for their school within the community. This includes regular reminders of the positive behaviour expectations of pupils whilst travelling to and from school.
2. Measures to empower pupils to challenge inappropriate and unacceptable behaviour of their peers during the journey to and from school. This may include the implementation of peer monitoring systems on buses, trains, and ferries, and for those walking.
3. Regular engagement with transport providers (e.g., Translink, EA Transport, etc.) to ensure effective communication and the early identification of any concerns.

4. Appropriate deployment of staff to support the transition from school day to journey home (e.g., staff duty at school gate/bus stops, where appropriate)

The new legislation gives schools the authority to take steps to prevent bullying through the use of electronic communication amongst pupils at any time during term, where that behaviour is likely to have a detrimental effect on the pupil's education at school. We will continue to raise awareness of the nature and impact of online bullying and support pupils to make use of the internet in a safe, responsible, and respectful way. This includes:

- Addressing key themes of online behaviour and risk through PDMU, including understanding how to respond to harm and the consequences of inappropriate use.
- Participation in Anti-Bullying Week activities.
- Engagement with key statutory and voluntary sector agencies (e.g., C2k, PSNI, Public Health Agency, Safeguarding Board for NI e-Safety Forum) to support the promotion of key messages.
- Participation in annual Safer Internet Day and promotion of key messages throughout the year.
- Development and implementation of robust and appropriate policies in related areas (e.g., Acceptable Use of the Internet Policy, Filtering and Blocking Policy, Mobile Phone Policy, Connected Devices Policy, etc.)

It is important to remember that the Anti-Bullying Policy is one of several policies in the wider pastoral care and safeguarding suite of policies. As such, it is essential that these policies align and provide consistent message. For example, the measures set out here, to prevent bullying behaviour through the use of electronic communication, should also be included in the school's e-Safety Policy and/or Acceptable Use of the Internet Policy. These should be set out in Section 12 of this policy.

## **Responsibility**

Everyone in the school community, including pupils, their parents/carers and the staff of the school are expected to respect the rights of others to be safe.

Everyone has the responsibility to work together to:

- foster positive self-esteem
- behave towards others in a mutually respectful way
- model high standards of personal pro-social behaviour
- be alert to signs of distress\* and other possible indications of bullying behaviour
- inform the school of any concerns relating to bullying behaviour



- refrain from becoming involved in any kind of bullying behaviour, even at the risk of incurring temporary unpopularity.
- refrain from retaliating to any form of bullying behaviour
- intervene to support any person who is being bullied unless it is unsafe to do so.
- report any concerns or instances of bullying behaviour witnessed or suspected, to a member of staff.
- emphasise the importance of seeking help from a trusted adult about bullying behaviour when it happens or is observed
- explain the implications of allowing the bullying behaviour to continue unchecked, for themselves and/or others.
- listen sensitively to anyone who has been bullied, take what is said seriously, and provide reassurance that appropriate action will be taken
- know how to seek support – internal and external
- resolve difficulties in restorative ways to prevent recurring bullying behaviour and meet the needs of all parties

### **Reporting a Bullying Concern**

#### **Pupils Reporting a Concern**

- Verbally- talking to a member of staff
- By writing a note to a member of staff (e.g., in a homework diary)
- By sending an email to a member of staff or to a dedicated email address
- By posting a comment in a 'worry box'

Any pupil can raise a concern about bullying behaviour, not just the pupil who is experiencing this behaviour. Through the preventative work taken forward under Section 6, this message should focus on 'getting help' rather than 'telling'. As such, all pupils should be encouraged to 'get help' if they have a concern about bullying that they experience or is experienced by another.

#### **Parents/Carers Reporting a Concern**

Parents and carers should raise concerns about alleged bullying behaviour with the school at the earliest opportunity. Encourage children to react appropriately to bullying behaviour and to not do anything to retaliate or to 'hit back'.

- In the first instance, all bullying concerns should be reported to the Class Teacher

- Where the parent is not satisfied that appropriate action has been taken to prevent further incidents, or where further incidents have taken place, the concern should be reported to Head of Key Stage/Anti-Bullying Coordinator (Mrs Murray), as applicable.
- Where the parent is not satisfied that appropriate action has been taken by the Head of Key Stage/Anti – Bullying Coordinator) to prevent further incidents, or where further incidents have taken place, the concern should be reported to Principal.

Where the parent/carer remains unsatisfied that the concern has not been appropriately responded to, the school's complaints procedure should be followed.

All reports of bullying concerns received from pupils and/or parents/carers will be responded to in line with this policy and that feedback will be made to the person who made the report. However, it must be noted that no information about action taken in relation to a pupil can be disclosed to anyone other than the pupil and his/her parents/carers.

### **Responding to a Bullying Concern**

The focus of any intervention will be on responding to the bullying concern and restoring the wellbeing of those involved. Any strategy for responding to bullying concerns will concentrate on the prevention of any further incidents.

***The processes outlined below provide a framework for how the school will respond to any bullying concerns identified.***

***Using the NIABF Effective Responses to Bullying Behaviour resource, the member of staff responsible shall...***

- ***Clarify facts and perceptions***
- ***Check records (SIMS/BMM)***
- ***Assess the incident against the criteria for bullying behaviour***
- ***Identify any themes or motivating factors***
- ***Identify the type of bullying behaviour being displayed***
- ***Identify intervention level***
- ***Select and implement appropriate interventions for all pupils involved, including appropriate interventions, consequences and sanctions listed in the Effective Responses to Bullying Behaviour resource***
- ***Track, monitor and record effectiveness of interventions***
- ***Review outcome of interventions***
- ***Select and implement further intentions as necessary***

***When responding to a bullying concern, school staff shall implement interventions aimed at responding to the behaviour, resolving the concern, and restoring the wellbeing of those involved. Where appropriate, school staff may implement sanctions for those displaying bullying behaviour.***

Information regarding any action taken regarding a pupil cannot be disclosed to anyone other than that pupil and his/her parents/carers.

### **Recording**

***The school will centrally record all relevant information related to reports of bullying concerns, including:***

- ***how the bullying behaviour was displayed (the method)***
- ***the motivation for the behaviour***
- ***how each incident was addressed by the school***
- ***the outcome of the interventions employed.***

***Records will be kept on the online SIMS Behaviour Management Module, which is part of the C2k system in schools. Access to these records will be restricted and only provided to those members of school staff with a legitimate need to have access.***

***All records will be maintained in line with relevant data protection legislation and guidance and will be disposed of in line with the school's Retention and Disposal of Documents Policy. Collated information regarding incidents of bullying **and alleged bullying behaviour** will be used to inform the future development of anti-bullying policy and practice within the school.***

### **Professional Development of Staff**

We recognise the need for appropriate and adequate training for staff, including teaching and non-teaching school staff. We will ensure that opportunities for safeguarding training are afforded to Governors and all staff – teaching and non-teaching.

### **Monitoring and Review of Policy**

***To appropriately monitor the effectiveness of the Anti-Bullying Policy, the Board of Governors shall:***

- *maintain a standing item on the agenda of each meeting of the Board where a report on recorded incidents of bullying will be noted*
- *identify trends and priorities for action*
- *assess the effectiveness of strategies aimed at preventing bullying behaviour*
- *assess the effectiveness of strategies aimed at responding to bullying behaviour*

*This Anti-Bullying Policy shall be reviewed as required, in consultation with pupils and their parents/carers, on or before the [date 4 years from now].*

### **Links to Other Policies**

*In the development and implementation of this Anti-Bullying Policy, the Board of Governors has been mindful of related policies, including:*

- *Positive Behaviour Policy*
- *Pastoral Care Policy*
- *Safeguarding and Child Protection Policy*
- *Special Educational Needs Policy*
- *Health and Safety Policy*
- *Relationships and Sexuality Education*
- *E-Safety Policy & Acceptable Use of Internet Policy*
- *Mobile Phone Policy*
- *Educational Visits*
- *Staff Code of Conduct*