



Anti - Bullying Policy 2016-2017

The School's Aims

With the support of *Governors* and parents we aim to:-

- Maintain a safe, caring environment where pupils can feel confident in sharing their problems with members of staff; secure in the knowledge that they will be listened to and supported as necessary
- Ensure that pupils who engage in bullying behaviours will be listened to and supported to assist them in accepting responsibility and change their behaviour
- Set a good example to encourage pupils to show respect for themselves and others
- Ensure parents will be made aware of our school's practice to prevent and to respond to concerns through parent evenings, consultation processes and where necessary, their active participation in partnership with the school to resolve concerns involving their child - via use of an interpreter if necessary.
- Take a pro-active whole school approach to the prevention of bullying.

This policy has been developed consistent with legislation and guidance documents which are cited in Appendix1.

Pupils' welfare embraces all aspects of pastoral care, including child protection, pupil behaviour, health and well being, safety and security. Our duty to safe guard and promote the welfare of pupils is addressed through our other school's policies. The school's Anti Bullying Policy is integrally related to our Child Protection Policy which ensures that every pupil is protected from harm and has the opportunity to develop personal safety strategies; our Pastoral Care Policy which seeks to assist in achieving the ideals as stated in our school aims; our Relationship and Sexuality Education Policy which aims to help students develop a positive and responsible attitude towards their own sexuality and the sexuality of others and our Acceptable Use of The Internet Policy with particular reference to cyber bullying.



What is Bullying?

"A person is being bullied when he/she is exposed, repeatedly and over time, to negative actions on the part of one or more other persons. Negative action is when a person intentionally inflicts injury or discomfort upon another person, through physical contact, through words or in other ways. Note that bullying is both overt and covert behaviours."
Olweus (1997) and may include:-

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| Physical | e.g. kicking, punching, hitting and being spat upon |
| Verbal | e.g. name calling, threats and teasing etc. |
| Psychological | e.g. exclusion from the group, intimidation, sneering etc. |
| Cyber bullying | e.g. the misuse of technology to spread malicious rumours or harass |
| Racist | e.g. bullying behaviours related to race, religion or colour |
| Disablist | e.g. teasing relating to extra support a pupil may have |
| Homophobic /
Transphobic | e.g. bullying behaviours related to gender or sexual orientation |



The Process of Participation and Consultation

Under legislation the Board of Governors and Principal are required to consult with pupils, parents and staff regarding positive behaviour and bullying prevention measures which must be in place.

We have met this requirement through the following ways -:

- Awareness raising programmes through curriculum and involvement in NI Anti - Bullying Week
- Obtaining the views of the Student Council
- Questionnaires distributed to pupils and parents (March 2011)
- Collecting data from questionnaires for parents and pupils to monitor and evaluate the effectiveness of our preventative policy and intervention strategies and to review Anti-bullying Policy
- Anti -Bullying Policy posted to parents and available on the school's website (translated generic advice available)
- On going Professional Development for staff
- Use of Year Head meetings to discuss any issues relating to bullying as and when they arise
- Use of Pastoral da to discuss current strategies, their implementation and their effectiveness and to review Anti-Bullying Policy
- Update policy as required which is then formally adopted by the Board of Governors, signed and dated.



A Whole School Approach to Prevention: The Teacher's Role

We expect our teachers and staff to:-

- Foster in our pupils self esteem, a sense of their rights and their responsibilities to others
- Be aware of the procedures to be followed in dealing with incidents of alleged bullying behaviour
- Listen to pupils when they are willing to talk about bullying behaviour and to take appropriate action
- To be sensitive to a pupil's need for privacy and respect
- To be aware of the significance of the 'bystander' role;
- To follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken
- To respond to bullying behaviour promptly and effectively, in an expectation of change in accordance with agreed procedures.

The Pupils' Role

We expect our pupils to recognise each other's right to:-

- Be physically safe
- Be free from insult, derogatory names and teasing
- Be able to play and work with other pupils

Pupils should understand:-

- They should refrain from becoming involved in any form of bullying behaviour including that of impartial bystander
- The importance of reporting bullying behaviour
- How to report bullying behaviour
- Ways in which conflict can be avoided or resolved
- The responsibilities they have to others and the choices they can make



The Parents' Role

Parents will be asked to (via interpreter if necessary):-

- Be familiar with and support the school's anti-bullying policy
- Listen to their children if they express any worries about school
- Report to school any concerns as soon as possible
- Co-operate with the school, if their child is involved in a bullying concern, to resolve the difficulty in a way which stops the behaviour recurring and meets the needs of all the pupils involved.

Resources for the Prevention of Bullying

- We encourage a whole school approach in which pupils and staff work together to create an environment where everyone is aware that bullying behaviour is unacceptable and will not be tolerated
- All school staff will be familiar with the Anti-Bullying Policy and the procedures dealing with reports of bullying behaviour
- Year Heads, Form teachers and class teachers work closely together to ensure any complaints are dealt with promptly, firmly and fairly
- Anti - Bullying week is highlighted through Personal Development lessons and relevant assemblies
- School Curriculum addresses prejudice, discrimination and Social/ Emotional Learning through P.D., R.E, LLW and Citizenship
- Awareness raising Year Assemblies are held
- A school counsellor is available to all students on a weekly basis - this service is highlighted to all pupils in September and posters are displayed throughout the school
- A teacher/ counsellor is also available and again this service is highlighted to all pupils in September and posters are displayed in school
- Every classroom displays a Classroom Code of Conduct poster with rules and sanctions which are easy to understand
- Pupils' Code of Conduct is in every homework diary. Parents are encouraged to read this with their child and sign it
- Parents receive a copy of the school's Anti- bullying policy
- Posters displaying the positive behaviour rewards available are in every classroom
- The criterion of Pupil of the Month is created by the pupils, themselves and this rewards positive behaviour
- Merit Award stamps which can be "cashed in" for prizes are awarded for positive behaviour



Steps towards the Resolution of Bullying Behaviour

Pupils in the City of Armagh High School will be familiar with the school support network of staff for Pastoral Care: all pupils in school are encouraged to tell their class teacher, form teacher or Year Head as soon as possible after bullying behaviour has occurred.

Following a report of bullying behaviour, staff will always attempt to assess the true nature of an incident before applying any strategy. The City of Armagh High School uses a variety of anti-bullying interventions depending on the needs of the individuals involved.

If any degree of bullying behaviour is identified, the following action will at first be taken:-

- The target of bullying behaviour will have an immediate opportunity to talk about their experience with their Head of Year or another teacher if they choose
- Those involved in the bullying behaviour will also have the opportunity to discuss what happened and how they became involved
- The Head of Year will gather all relevant information and record it on C2k SIMS
- The Head of Year will then assess appropriate interventions and plans with reference to the school's Positive Behaviour Policy
- Throughout this time, the target of bullying will be offered continuing support as and when it is required
- Those involved in the incident will have the opportunity to work with the school's counsellors if they choose
- Parents / guardians of those involved in any repeated or serious incidents will be informed (via an interpreter if necessary)
- Any relevant information will be passed to staff where applicable
- Year Heads may also inform and consult with the Pastoral Care Coordinator
- Should it be considered necessary a referral may be made to external support such as: Behaviour Management Team, Education Psychology, Pupil Personal Development Team, EWO
- The situation will continue to be monitored with the Year Head operating an "open door" policy

Every child can make mistakes and behave in a way that is hurtful to others. The City of Armagh High School believes that learning from mistakes and being genuinely sorry for them is part of growing up. We believe that much can be achieved by talking with the pupil displaying bullying behaviour and the target to achieve a resolution and reconciliation.



On some occasions, however, talking things through will not make enough of a difference and in these cases we reserve the right to apply a range of sanctions.

Depending on the severity of the bullying incident(s), the following sanctions may be applied:-

1. Pupils involved in bullying behaviour will be given a verbal warning.
2. The parents/guardians of the above will be informed via an interpreter if necessary and may be asked to meet with the Year Head and/or Pastoral Care Coordinator.
3. Pupils involved in bullying behaviour may be placed in Break, Lunchtime and/or after school detention.
4. Should these pupils continue to display bullying behaviour they may be suspended in accordance with EA (Southern region) policy.
5. In very serious cases, pupils who refuse to end such behaviour may be recommended for permanent exclusion (expulsion).

Parents are requested to refer to the school's Positive Behaviour Policy which should be read in conjunction with this policy.



Professional Development of Staff

Date	Name	Details	Provider
31 st March 2011	Joanne Hughes	Reviewing Anti-Bullying Policy and practice	Pupil Personal Development Services
25 th August 2011	Joanne Hughes Karen Mullholland	Being an Effective Pastoral Leader	Regional Training Unit
28 th November 2012	Joanne Hughes	Developing Skills: Anti-Bullying Group Work Intervention	PPDS
	David Cunningham	Anti Bullying Training for Principals	
30 th May 2013	Joanne Hughes	Cyber-Bullying & Hate Crime	UTU/INTO
17 th October 2013	Joanne Hughes	CEOP Ambassador Course	CEOP
4 th December 2013	Joanne Hughes Graham Veale Arlene Smiton Cara Reid David Livingstone Deborah Woolsey	Positive Approach to Behaviour	BST, SELB
12 th February 2014	Joanne Hughes	Guidance Identifying Learners - SEBD Identify & Support Learners - SEBD	CCEA
9 th November 2016	Karen Mulholland	Effective Responses to Bullying Behaviour - Implementing the NI Anti-Bullying Forum Resources	PPDS (EANI)

Future Training Needs:

- Resources and information following attendance at courses to be disseminated to year heads at Pastoral meetings.



Monitoring and Reviewing the Anti - Bullying Policy

The implementation of this policy will be monitored after each incident by the relevant Head of Year and the Pastoral Care Coordinator. It will then be evaluated at the end of each school year by the Head of Years, the Pastoral Care Coordinator and the Principal. A review of this policy will take place annually.

SIGNATURE: _____ (Principal)

SIGNATURE: _____ (Chairman of the Board of Governors)

DATE: _____



Appendix 1

The Education and Libraries (Northern Ireland) Order 2003

De Circular 2003/13 - WELFARE AND PROTECTION OF PUPILS EDUCATION AND LIBRARIES (NORTHERN IRELAND) ORDER 2003

Article 17 - Duty to Safeguard and Promote the Welfare of Pupils

Article 18 - Child Protection Measures

Article 19 - School Discipline: Measures To Prevent Bullying

Pastoral care in Schools: Promoting Positive Behaviour (2001)

Pastoral care in Schools: Child Protection (1999)

June 2016