

Anti-Bullying Policy – No Blame Policy

Definition and types of bullying

Bullying is a repeated aggression, verbal, psychological or physical conducted by an individual or a group against others.

Isolated of aggressive behaviour, which will not be, can scarcely be described as bullying, however when the behaviour is systematic and ongoing, it is bullying.

Bullying can take many forms

- Physical Aggression
- Damage to property
- Extortion
- Intimidation
- Abusive Telephone Calls
- Isolation
- Name Calling
- Slagging

BULLYING BEHAVIOUR

The Victim

Any pupil through no fault of their own may be bullied.

It is common in the course of normal play for pupils to tease each other. However, at a certain point, teasing may become a form of bullying behaviour. As pupils are particularly quick to notice differences in others, pupils who are perceived as different are more prone to encounter such behaviour. However the pupils who are at most risk of becoming victims are those who react in a vulnerable and distressed manner. The seriousness and duration of the bullying behaviour is directly related to the pupil's continuing response to the verbal, physical or psychological aggression.

It is of note that some pupils can unwittingly behave in a very provocative manner which attracts bullying behaviour.

The Bully

It is generally accepted that bullying is a learned behaviour.

Pupils who bully tend to display aggressive attitudes combined with a low self-discipline. They can lack any sense of remorse; often they convince themselves that the victim deserves the treatment meted out. Pupils who bully can also be attention seeking often they set out to impress bystanders and enjoy the reaction their behaviour provokes. They tend to lack the ability to empathise. They are unaware or indifferent to the victim's feelings. Others seem to enjoy inflicting pain, it is of note that many bullies suffer from a lack of confidence and have low self-esteem.

It is not uncommon to find that pupils who engage in bullying behaviour are also bullied. They tend to be easily provoked and frequently provoke others.

Procedures for Reporting an Incident of Bullying Behaviour.

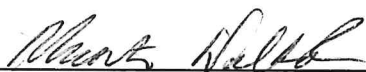
1. All incidents of suspected bullying will be brought to the attention of the teacher. This can be done by pupils or parents. Pupils will be encouraged to do this and thus will gain confidence in 'telling'.
2. Serious cases of bullying behaviour by pupils will be referred immediately to the principal or deputy-principal.
3. Parents or guardians of victims and bullies will be informed by the principal or deputy principal earlier rather than later of incidents so that they are given the opportunity of discussing the matter. They are then in a position to help and support their children before a crisis occurs.
4. All reports of bullying will be noted, investigated and dealt with by the teachers
5. All pupils, teachers and non-teaching staff are encouraged to report incidences of bullying behaviour, witnessed by them or mentioned to them, to the principal or deputy principal.

Procedures for Investigating and Dealing with Bullying

1. The teacher will speak separately to the pupils involved, in an attempt to get both sides of the story. Pupils who are not directly involved may also be interviewed as they may be able to provide very useful information.
2. Each pupil will be asked for his or her account of what happened to ensure that everyone is clear about what everyone else has said.
3. If it is concluded that a pupil has been engaged in bullying behaviour, it will be made clear to him or her how he or she is in breach of the Code of Behaviour and try to get him or her to see the situation from the victim's point of view.
4. Teachers who are investigating cases of bullying behaviour will keep a written record of their discussions with those involved.
5. The parents or guardians of those involved will meet the teacher. The actions been taken and reasons for them will be explained, referring them to the school policy. Ways in which the parents can reinforce or support the actions taken by the school will be discussed.
6. Follow-up meetings with the parents involved will be arranged to ensure that no recurrence of the problem has emerged.

Evaluation Procedures.

The schools anti-bullying code will be subject to continuous review in the light of incidents of bullying behaviour encountered. It will be included as an item on an agenda for school staff meetings.

Signed  Date 5/11/19
Martin Walker (Chairperson BOM)

Reviewed June 2019