

TERENURE COLLEGE JUNIOR SCHOOL



ANTI – BULLYING POLICY

“Conscious of the mission of Jesus: “I have come that they may have life and have it to the full” (John 10 : 10), we aim to have a school community which is concerned with people as sons and daughters of God. In an atmosphere of welcome and warmth each individual is valued for himself or herself irrespective of ability and achievement. Each and every one learns to grow at different levels – intellectually, spiritually, psychologically, emotionally and physically – through involvement in a balance of academic, religious, cultural and sporting activities”.

(Preamble: Mission Statement Terenure College)

In Terenure College Junior School we celebrate the uniqueness of each pupil in our care and strive to develop their potential to the full. Our Mission Statement, Code of Discipline and other policy documents create a structural environment where an atmosphere of care prevails. Our pupils learn, grow and work together in an environment of co-operation and mutual respect. Every person who is part of the Junior School has a responsibility to take action to care for each other.

AIM:

Within the framework of our Mission Statement, Behaviour and Discipline Policies we aim to create a “bully-free school”; where each child will feel safe, secure and supported.

DEFINITION OF BULLYING:

Bullying is persistent. It is the deliberate unjustifiable and unprovoked use of force. It causes physical, emotional or mental hurt to the victim. It violates a person’s freedom and rights. It can be physical, verbal, non-verbal or involve damage to property or theft. It may be carried out by groups or by an individual.

Examples include: Persistent hair pulling, mimicking, blackmailing, pushing people, saying cruel things about family, clothes or appearance, name calling, kicking, hitting, spreading rumours, making threats, intimidation and exclusion.

It is **not** when two people have an occasional fight or disagreement.

Bullying is therefore totally against the ethos of our school and against everything we are working towards.

POSITIVE STRATEGIES:

1. Terenure College Junior School is committed to whole school approach against bullying. Bullying needs to be a concern throughout the school so staff, and pupils can build a positive corporate identity and give consistent messages.
2. Classroom practice and curriculum will be positively used as a vehicle for raising awareness and understanding of the concept.
 - Topics in S.P.H.E. and R.E classes.
 - Participation in Anti-Bullying Drama Workshop.
 - Stay Safe Programme.

We will teach:

- (i) Children to work and play co-operatively.
 - (ii) About cause and effect and rights and responsibilities.
 - (iii) Children that you don't lose face if you apologise.
 - (iv) Children to examine their own behaviour.
3. We will ensure members of school are aware of and understand the school's Anti-Bullying Policy. As part of the curriculum at the beginning of each academic year pupils will be made aware of the policy.
 4. We will provide activities outside the classroom environment:
e.g. play equipment at morning and afternoon play.
 5. We will implement positive interventions whenever possible:
 - (a) seeing the opportunity for teaching and learning within the misdemeanours;
 - (b) making the steps clear, being persistent and consistent, sharing responsibility and giving clear messages of our vision;
 - (c) seizing opportunities to reward co-operative behaviour.

HELPING THE VICTIM:

Reassure the victim that the incident will be dealt with and ensure that it is seen to be dealt with. Allow time to listen to what is going on.

Develop a "buddy system" with another child with whom they feel confident.

Inform the child's parents and keep them up to date of the situation.

HELPING THE BULLY:

We need to recognise that people who bully others have a problem themselves and, therefore, they too need to be helped in order to change their behaviour. They also need to know why they behave as they do other than that they simply enjoy the feeling of power over others. Reasons for bully-type behaviour could be that they themselves have been bullied at home or by an older child, that they are spoilt and just want their own way, that they are reacting to a traumatic event in their own life or family, that they do not feel respected or valued, or that they are not coping well themselves with school or events at home.

REWARDS:

We will try to never miss an opportunity to offer praise and encouragement.

Encouragement: highlight positive behaviour and set achievable goals.

Praise: acknowledge children and positive actions in class and assemblies.

- Certificates
Stickers.
- Children sent to Principal for praise/encouragement /reward.
- A whole class may be rewarded publicly.

SANCTIONS FOR BULLYING:

Immediate:

Apology to victim.
Report to Principal.
Parents notified by Principal.
Possible loss of privileges. e.g. playtimes/trips.
Warned officially to stop offending.

If bullying re-occurs:

Report to the Principal.
Further involvement of parents
Behaviour contract and ongoing monitoring.
Details of bullying incident(s) placed on pupils file.

If no improvement:

Exclusion at playtimes/lunchtimes.
“ Time Out” – removal from class for a timed period.

Ultimate Sanction:

Request to appear before Management Body of College with parents/ guardians.
Exclusion for a timed period.
Permanent exclusion.

IMPLICATIONS FOR SCHOOL STAFF:

1. Be prepared to find time and listen to children and take them seriously in a way which won't lead to them being humiliated or embarrassed.
2. All bullying incidents must be reported and recorded.
3. Look out for possible bullying behaviour and be aware of children at "risk".
4. Include teaching about positive behaviour through the curriculum.
5. Always implement the rewards and the sanctions as quickly as possible.
6. Ensure that everything we do gives the message **"bullying is not OK"**.
7. Examine our own behaviour to make sure we are not bullying pupils, colleagues, parents.

PUPILS:

Pupils need to:

- trust the staff to take action if being bullied;
- be aware of rewards and sanctions and understand that your actions will have consequences;
- tell staff if you are being bullied or worried about a friend being bullied;
- not stand by and do nothing or laugh when bullying is taking place;
- try to be helpful and kind to other people at all times;
- accept sanctions if found bullying.

PARENTS:

What can parents do to help prevent bullying in our school?

Parents should:

1. Contact the school if you are aware or suspect bullying is taking place.
2. Encourage children **NOT** to be aggressive with other people.
3. Set firm guidelines and rules to help your child control his behaviour.
4. Support the school if further action needs to be taken.

This policy will be reviewed and developed/adapted if necessary.