

Anti Bullying Policy

Introduction : This policy was devised by the staff at San Carlo School in May 2006 and was presented to the school's Board of Management on _____

Rationale : The existing policy was due for review and amendment. It was a priority area identified by staff.

- 1 Definition
- 2 School Ethos
- 3 Aims
- 4 Comprehensive Supervision and Monitoring
- 5 Procedures for Reporting Incidents
- 6 Dealing with Bullying
- 7 Follow up with Victims, Bullies and Peers.

Definition of Bullying

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

Isolated incidents of aggressive behaviour, which should not be condoned can scarcely be described as bullying. However, when the behaviour is systematic and ongoing, it is bullying.

School Ethos

There must be created a positive school climate; which focuses on respect for the individual; which encourages trust, caring, consideration and support for others in order to develop a harmonious environment of co-operation among staff , parents and pupils.

As self-esteem is an influential factor in determining behaviour, teachers should provide pupils with opportunities to develop a positive sense of worth. Techniques based on positive motivation and recognition have been shown to be more effective in promoting desired behaviour than methods that are based on threat and fear.

Pupils should be actively encouraged to report incidents of bullying--pupils should realise that they have a responsibility for the safety and welfare of fellow pupils.

A positive and caring ethos demands an active anti –bullying policy.

Aims:

- To raise awareness of bullying as a form of unacceptable behaviour with school management, teaching and non-teaching staff, pupils and parents/guardians.
- To create a school ethos which encourages children to disclose and discuss incidents of bullying behaviour.
- To develop procedures for investigating and dealing with incidents of bullying behaviour.

Comprehensive Supervision and Monitoring Measures Through Which All Areas of School Activity are kept under Observation.

It is the responsibility of the Principal in conjunction with staff to develop a system under which proper supervision and monitoring measures are in place to deal with incidents of bullying behaviour.

Such measures include:

- The presence of staff to supervise the pupils as they line up.
- The presence of staff on corridors to supervise the movement and dismissal of pupils.

Procedures for Reporting Incidents of Bullying Behaviour

- 1 All reports of bullying, no matter how trivial, should be noted, investigated and dealt with by teachers. In that way pupils will gain confidence in “telling”. This confidence factor is of vital importance.
- 2 Reports of bullying in the school yard should be noted in the yard book.
- 3 Serious cases of bullying behaviour by pupils should be referred immediately to the Principal.
- 4 Parents of victims and bullies should be informed by teacher or the Principal and given the opportunity of discussing the matter.
- 5 Parents should be informed that the class teacher is the appropriate person to whom they can make their enquiries regarding incidents of bullying behaviour that have come to their attention through their children or other parents.
- 6 It should be made clear to all pupils that when they report incidents of bullying they are not telling tales but behaving responsibly.

Procedures for Dealing with Bullying

- 1 Incidents of bullying behaviour should be analysed in a calm manner, setting an example in dealing effectively with a conflict in a non-aggressive manner.
- 2 If a gang is involved, each member should be interviewed and/or provide a written account individually. Then the gang should be met as a group.
- 3 If it is concluded that a pupil has been engaged in bullying behaviour, it should be made clear to the pupil that he/she is in breach of the Code of Behaviour and Discipline and efforts should be made to try to get him/her to see the situation from the victim's point of view.
- 4 Teachers who are investigating cases of bullying behaviour should keep a written record of their discussions with those involved.
- 5 The following steps may be followed in dealing with incidents of bullying.
 - * Class teachers will investigate incidents initially and refer to Principal if deemed necessary
 - * The bullied pupil will record the events in writing
 - * The bully will also record the events in writing
 - * Where serious incidents of bullying occur parents will be informed and invited to discuss the matter, and the class may revisit the stay safe programme
- 6 Discuss with the parents of the two parties involved ways in which they can support the actions taken by the school
7. A follow up meeting will take place with those involved two weeks later to ensure there has been no recurrence of the bullying. Vigilance will be ongoing over the following weeks.
8. Written records of incidents recorded will be passed on to next class teacher.

Follow up and prevention

The School Must Emphasise Prevention

By raising awareness of bullying as a form of unacceptable behaviour through elements of the S.P.H.E plan, including circle time and Stay Safe.

Dealing with the Serious Offender

General Principals

Early identification of the potential serious offender in this class, if possible, is vital.

This should be followed by immediate action both remedial and disciplinary.

Suspension is not recommended for third and fourth classes.
A more benevolent approach should be adopted.

Child should be sent to Principal's Office until 4th class.

Parents are to be informed early and often about children's progress.

The principle of a shared approach by a cohort towards a serious offender should be pursued.

Flexibility should be built into our system of dealing with individual children with work, responsibility etc., (see possible remedial plan).

Strict documentation of all steps taken is essential, particularly if a child is progressing along the road to suspension. A file should be opened in third class.

Strict procedures should be adopted in 3rd class, with regard to lining up, walking in corridors, yard behaviour.

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Awareness

An awareness of bullying as a form of unacceptable behaviour will be created with school management, teachers, pupils and parents/guardians.

Comprehensive Supervision and Monitoring Measures Through Which All Areas of School Activity are kept under Observation

It is the responsibility of the Principal in conjunction with staff to develop a system under which proper supervisory and monitoring measures are in place to deal with incidents of bullying behaviour. Such measures include:

- The presence of staff to supervise the pupils as they line up..
- The presence of staff on corridors to supervise the movement and dismissal of pupils.