



BINDOON PRIMARY SCHOOL

BULLYING PREVENTION POLICY

Vision

To create in the school an environment in which bullying is universally regarded as totally unacceptable. Everyone should be able to come to school free from the fear of being bullied in any way, by any one, at any time.

Definition

Persistent, often planned, physical, verbal, social, emotional abuse of another person which results in pain and distress to the victim.

Aims

To eradicate bullying by:

Creating a positive, caring ethos in the school by which people are accepted, valued and celebrated as unique individuals, regardless of age, status, race, sex, class, religion, culture, mental ability, physical ability or personal character.

Dealing seriously and quickly with every known instance of bullying.

Providing education for students so that the stereotyping, misunderstanding and mythology surrounding bullying are dispelled and replaced by a high level of awareness, knowledge and understanding.

Demonstrating, in our dealings with students and others, a respect for others by seeking to influence them from a basis of good personal relationships and through the use of personal skills rather than by the use of power and/or the threat of punishment.

Behaviour, which the school regards as bullying, includes:

Repeated verbal or physical abuse.

Repeated “put downs”

Threatening language or behaviour of any kind.

The inappropriate use of electronic messaging.

Demanding money or goods or favours.

Social exclusion.

Denying someone access to their property.

Spreading rumours or gossip.

Sexist, racist language.

Active strategies to discourage bullying:

Create an atmosphere in the school where everyone feels safe, supported and listened to.

Inform students from day one that any form of bullying is not tolerated in the school. Everyone is expected to work together to ensure that it doesn't happen.

Promote an Anti-Bullying Culture through ongoing awareness campaigns in Assemblies and Classrooms. Mentoring program involving the Student Council (Buddy Groups). Councillors will have responsibility for a group of students and the group will meet regularly to discuss issues and concerns and look at ways to resolve them.

All staff will be vigilant and observe social relationships and behaviour between students.

Parents and students need to tell the school immediately there is any kind of problem.

Incorporate raising awareness of bullying at the induction of the Student Council and Faction leaders.

Provide individual and/or group support for the perpetrator and victim

Establish close links with any outside agencies which may be involved.

How to report bullying:

Students should report physical bullying immediately following any incident to the nearest member of staff or their Peer Support (Buddy Group) leader.

Non physical bullying should be reported to the nearest member of staff at the time of incident.

Parents/carers can report bullying by:

Contacting the school direct and speaking to the class teacher. This can be done through the Student Diary.

Strategy to be used when bullying is reported: "Shared Concern".

The aim of this process is to change the behaviour of students involved in bullying, both the student doing the bullying and the student being bullied. It is a non punitive and non blaming approach to not only resolve the problem, but also to build capacity. It involves a conversation with a facilitator (member of the student services team) in order to reach a point where the student who is bullying acknowledges that the student being bullied is having a difficult time. The conversation then revolves around ways to improve the situation for the student being bullied.

This process is used because:

- It is supported by research.
- Bullying occurs in a group context.
- If the group dynamics can be changed further bullying may be prevented.
- Promoting empathy and concern for others goes a long way to solving a bullying problem.
- If consequences (punishments) are only used and no attempt is made to solve the problem there will not be a change in behaviours and further bullying is likely to occur.

Student Services Team Intervention:

Thorough investigation of the incident.

Mediation support.

Referrals to additional support i.e. internal/external support networks.

Student Discipline Policy Sanctions.

Accurately record interventions for student file.

Update parents appropriately.