



Scoil Naisúnta an tSailéain Sylane National School

SYLANE N.S. ANTI-BULLYING POLICY

Introductory Statement

This policy was drafted by the entire teaching staff at our School Development Planning Day on 2nd September 2005

Rationale

Our school seeks to create a happy and safe environment where all our children are cherished equally. Bullying at school can have a profound effect on children's lives and this document aims to set clear guidelines on how to deal with cases of bullying in the school.

Aims

- To create an atmosphere of trust within the school which values, respects and protects the rights of all within our school community.
- To create a school ethos which encourages children to disclose and discuss incidents of bullying.
- To raise awareness among the whole school community that bullying is a form of unacceptable behaviour.
- To ensure comprehensive supervision and monitoring measures through which all areas of school activity are kept under observation.
- To develop procedures for noting, investigating, reporting and dealing with incidents of bullying behaviour.
- To develop a programme of support for those affected and involved in bullying behaviour.

Content

What is Bullying?

Bullying is repeated aggression (verbal, psychological or physical) conducted by an individual or group against others. Isolated incidents of aggressive behaviour can scarcely be described as bullying. It is only when the behaviour is systematic and ongoing that it is bullying. Bullying may also take the form of social isolation and exclusion from a group.

How does the school seek to prevent bullying?

- The Principal, teachers and other school staff will act as good role models for the pupils in their day-to-day dealings with each other and with the children.
- Discipline in the classrooms should be firm, clear and consistent and should *never* undermine the child's self-esteem.
- The Principal and teachers will use positive motivation to promote good behaviour.
- Implementing the Stay Safe Programme.
- Comprehensive supervision of pupils during break-times.
- Early reporting of bullying incidents to the Principal.

What should pupils do if they are bullied?

- They use the Stay Safe rules. Say 'No': Get Away: Tell Someone You Trust: Keep Telling Until Something Is Done.
- The school will encourage children that if they are bullied in school, they should tell their teacher, their parents or another adult.

How does the school respond to bullying incidents?

Guidelines for Teachers

Reporting

(A) Listen

1. Keep calm and objective
2. Don't jump to conclusions
3. Don't be sidetracked
4. Avoid sarcasm and criticism

(B) Take notes, brief and factual, stating:

1. Date
2. Time
3. Location
4. Names of those involved
5. Names of witnesses
6. Nature of incident

(C) Reassure

1. "You did the right thing"
2. "It is not your fault. There is nothing wrong with you"
3. Help is available
4. Action will be taken

(D) Ensure pupil safety

1. No immediate danger
2. Supervision
3. Contact parents if necessary

(E) Explain process/keep young person informed

1. Interview
2. Response

Responding

(A) Who will be consulted?

1. Principal
2. Class teacher
3. Parents of victim
4. Parents of bully
5. Outside agency, if necessary

(B) Decide who to interview

1. Bully
2. Witnesses
3. Other pupils

(C) Seek answers to

1. What?
2. Where?
3. Who?
4. When?
5. Why?
6. How?

(D) Remember

1. Stay calm and unemotional
2. Interview in private or with witness
3. Adopt problem solving approach
4. Criticise behaviour, not child
5. No threats
6. Don't humiliate anyone
7. Take time out

It is important when responding that teachers are cognisant of the nature of the bullying behaviour. If any behaviour or disclosure in the course of interview gives cause for concern for any child's welfare, then these concerns should be immediately conveyed to the Designated Liaison Person.

Resolve

Most bullying cases at primary school can be resolved by explaining to the bully what is wrong with their behaviour.

(A) Reconciliation

1. Aim for Win-Win
2. Seek agreement to stop
3. An apology might be forthcoming but don't force this issue

Occasionally, sanctions may be required.

(B) Sanctions

1. Contact parents
2. Explain situation
3. Seek agreement on future behaviour
4. Hierarchy of sanctions

Review

Set a date with the victim and bully to review. Give ample opportunity for feedback.

Refer

In the case of persistent bullying, it may be necessary to revisit some of the steps taken. It might also be necessary to involve a wider group in the response:

1. Principal (if not already involved)
2. B.O.M.
3. Designated Liaison Person
4. Health Board
5. Gardaí
6. D.E.S.

Review

We will monitor our policy and procedures on an ongoing basis.

Ratification

Policy will be ratified by B.O.M. and communicated to all staff and parents.

The above policy was ratified by the Board of Management at a Board meeting on February 9th 2006.

Signed _____(chairman) Date _____

_____ (principal)

_____ (treasurer)

_____ (secretary)
