

# Belfast Model School for Girls

## *Achievement for All*



### Anti-Bullying Policy

Agreed by Board of Governors: Sept 2006

To be reviewed: Sept 2008

#### **Rationale**

Bullying is an issue that causes great anxiety and distress to victims and their families. School has a responsibility to identify and deal with bullying.

Bullying takes many forms. It can be in the form of:

- Physical abuse - hitting, kicking, taking and damaging belongings.
- Verbal Abuse - name calling, insulting or repeated teasing.
- Mental Abuse - of a persistent nature eg. excluding someone from social groups, cyber bullying (through mobile phone or on-line)

To constitute bullying the behaviour would be repeated on a number of occasions.

#### **Purposes**

It is in the interest of all members of the school community that relationships between staff and pupils, staff and staff and pupil and pupil are conducted in an atmosphere of mutual respect. The aim is to create an ethos within the school which makes bullying unacceptable. An atmosphere of mutual respect should be developed and where bullying occurs it will be addressed immediately and effectively.

#### **Guidelines**

##### **The school:**

- Encourages pupils to report bullying in any form
- Expects teachers to listen and act appropriately, record incidents accurately and, if necessary refer to the Year Head.
- Make pupils, parent and staff aware of the procedures for dealing with bullying.
- Involves the whole staff, including non-teaching staff.
- Makes all pupils and parents aware of the policy of 'Zero tolerance' towards bullying.
- Has in place proactive strategies and preventative responses regarding bullying.

##### **Procedures**

- Teachers should interview the parties involved to ascertain the precise nature of the problem.
- A description of the incident(s) and action taken should be recorded on a referral form and copies given to the relevant Form Tutor, Year Head and Vice Principal. It is essential to keep all written records of such incidents.
- If the incident cannot be simply resolved some of the following procedures should be implemented:
  - i) the victim and/or the perpetrator of bullying should be referred to the School Counsellor.
  - ii) parents should be invited to school for interview
  - iii) the Year Head should regularly monitor the situation to make sure that there is no recurrence of the bullying.

- iv) the perpetrator of bullying may be placed in the Pupil Support Unit or in more serious cases suspension may be applied.
- Pupils are given opportunities to explore the issue of bullying and possible solutions through the PSHE programme

***These policy Guidelines are translated into action through other policies and procedures, for example:***

*The Pastoral Care Policy*

*The complaints Procedure*

*The Child Protection Policy*

*BELB Suspension Guidelines*

*The Behaviour Management Policy*