

## Anti-Bullying Policy

**The Northern Ireland Anti-Bullying Forum (NIABF) defines bullying as the repeated use of power by one or more persons intentionally to hurt, harm or adversely affect the rights and needs of another or others.**

Bullying is a form of unacceptable behaviour, but not all unacceptable behaviour can be considered bullying. Bullying usually has three key elements:

- It is repeated behaviour that happens over a period of time
- It involves an imbalance of power
- It is intentionally hurtful behaviour

All unacceptable behaviour must be challenged, whether it is bullying or not.

There are many different ways that bullying behaviour can be displayed. This could include:

- Being called nasty names, teased, made fun of, threatened or put down
- Being hit, kicked, punched, tripped up or knocked over
- Having belongings stolen or damaged
- Having rumours or gossip spread about you or people talking about you behind your back
- Being left-out, excluded or isolated
- Being forced to do something you don't want to do or know that is wrong
- Cyber bullying including e.g. rumours being spread, hurtful, embarrassing or threatening material being posted on line.

The term bullying is highly emotive, often causing great anxiety, fear and shame to both the children involved and their families. None of us wants to hear that our child has been bullying others, however if this is the case it is important that we concentrate our disapproval on the behaviour, not the child.

For that reason, we should avoid using the word 'bully' to describe a child. To call a child a bully is to label the child, not his or her behaviour. It suggests that it is something that they are, as opposed to reflecting the unacceptable behaviour that they have engaged in. Our problem is not with the child, but rather with his or her behaviour.

We must help them to understand why their behaviour is unacceptable, recognise the impact that it is having on another or others and support them to identify ways that they can rectify the situation.

## The School's View

Hope Nursery School is completely opposed to bullying and will not tolerate it. It is entirely contrary to the values and principles we work and live by. All members of the school community have a right to work in a secure and caring environment. They also have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment.

## The Responsibilities of Staff

Our staff will:

- ✓ foster in our pupils self-esteem, self-respect and respect for others;
- ✓ demonstrate by example the high standards of personal and social behaviour we expect of our pupils;
- ✓ discuss bullying with all classes, so that every pupil learns about the damage it causes to both the recipient and the perpetrator, and the importance of telling a teacher about bullying when it happens;
- ✓ be alert to signs of distress and other possible indications of bullying;
- ✓ listen to children who have been bullied, take what they say seriously and act to support and protect them;
- ✓ report suspected cases of bullying to Mrs McKinty, e.g. our designated teacher for child protection, or Mrs Carson, deputy designated teacher for child protection;
- ✓ follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken;
- ✓ deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures, including informing parents when required. Sanctions for unacceptable behaviour may include e.g.: careful monitoring and discussion with the child who is using bullying behaviour, loss of privileges, and reduction of attendance hours at the discretion of the Principal and Board of Governors.

Behaviour will be carefully monitored until the staff is satisfied that the problem has stopped.

If a pupil's bullying behavior persists, measures will be taken in accordance with the "Positive School Behaviour & Anti Bullying Policy".

## The Responsibilities of Pupils

We expect our pupils to:

- ✓ refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity;
- ✓ intervene to protect the pupil who is being bullied, e.g. by telling an adult,
- ✓ report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

Anyone who becomes the target of bullies should:

- ✓ not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.

## The Responsibilities of Parents

We ask our parents to support their children and the school by:

- ✓ watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying;
- ✓ advising their children to report any bullying to their class teacher, and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils;
- ✓ advising their children not to retaliate violently to any form of bullying;
- ✓ being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken;
- ✓ keeping a written record of any reported instances of bullying;
- ✓ informing the school of any suspected bullying, even if their children are not involved;
- ✓ co-operating with the school, if their children are accused of bullying, try to ascertain the truth, and point out the implications of bullying, both for the children who are bullied and for the bullies themselves.

## The Responsibilities of All

Everyone should:

- ✓ work together to combat and, hopefully in time, to eradicate bullying.

## Appendix 12 - Promoting Positive Behaviour

**Managing and Promoting Positive Behaviour:** It is the policy of our school to sustain an atmosphere of good discipline and positive behaviour and action where children can play and learn to grow in security and safety and where self-esteem and self-worth are promoted.

- Staff and parents will work together to promote positive attitudes.
- All staff will act in a controlled, firm, calm and consistent manner.
- Positive behaviour will be rewarded.
- Unacceptable behavior will be addressed with an emphasis on teaching "a better way" developing empathy, and resolving conflict
- At times a child may need to regain control, they will be given time to do this before any teaching is attempted.
- If children are being removed from activities an explanation of why will be given.
- A consistent approach should be used by all staff
- When a child's behaviour is persistently disruptive , this will be discussed with parents and every attempt to develop a consistent approach will be made.

### **HOW DO WE REWARD TO PROMOTE POSITIVE BEHAVIOUR:**

- Verbal praise to child / parent
- Using positive language ie I love the way you walk in the nursery.
- Body language, e.g. a smile, nod, thumbs up
- Child is given a privilege, e.g. responsibilities, choice of activity or turn at favourite activity
- Child may be given a small reward e.g. a sticker.

### **WHY DO WE REWARD TO PROMOTE POSITIVE BEHAVIOUR?:**

- To encourage effort, perseverance, participation, good behaviour
- As an incentive to carry on and progress further
- As a sign of achievement
- To satisfy child's need for attention
- To build and improve child's self-esteem
- To change inappropriate behaviour
- To foster an atmosphere conducive to learning
- To establish and build on adult/pupil relationships

### **WHAT DO WE REWARD?:**

- Perseverance, effort, achievement, concentration
- General improvement in behaviour
- Sharing, caring, being kind/ sensitive to the needs of others
- Good play appropriate to child
- Taking care of equipment by showing respect for toys and books.
- Appropriate behaviour
- Completion of a task

**SANCTIONS THAT WE APPLY, IF INAPPROPRIATE BEHAVIOUR STILL CONTINUES:**

- Explanation of what child has done wrong, making sure he/she understands
- Withdrawal from activity or area where inappropriate behaviour occurred
- Adults facial expression, tone of voice, body language
- Constant reminding of the rules
- If appropriate depending on behaviour, parents notified.

**SANCTIONS THAT WE APPLY, AFTER CONSULTATION WITH BOARD OF GOVERNORS AND THE EDUCATION BOARD:**

- Suspension of the child
- Withdrawal of the child's place at the school