

Lurgan Junior High School

Anti Bullying Policy

School Leadership Team

Mission Statement

Lurgan Junior High School: empowering you to reach your potential, to feel respected, cared for and equal.

School Motto

3R's - Self Respect
Respect for Others and
Responsibility for all your own learning, organisation and
discipline.

This policy has been developed consistent with The Education and Libraries Order 2003 (NI) and Department of Education Circular 2003/13 – Welfare and Protection of Pupils Education and Libraries (NI) Order 2003.

Specific articles of the legislation referring to the welfare and protection of pupils include the following:

Article 17	Duty to Safeguard and Promote the Welfare of Pupils
Article 18	Child Protection Measures
Article 19	School Discipline: Measures to Prevent Bullying
	Pastoral Care in Schools (Promoting Positive Behaviour) 2001 and Child Protection (1999)

Links Between this Policy and Other School Policies

August 2015

Pupil welfare embraces all aspects of pastoral care, including child protection, pupil behaviour, health and well being, safety and security. Our duty to safeguard and promote the welfare of pupils is addressed through our other school policies such as:

Pastoral Care
Code of Conduct and Positive Behaviour
Cyber Safety: Internet and ICT Acceptable Use
Use of Mobile Phones (not allowed during school)
Use of Reasonable Force
Special Educational Needs
Educational Visits
Child Protection i.e. Safeguarding Children

Definition of Bullying

"Bullying is the recurrent, deliberate desire to harm, hurt, threaten or frighten someone else. Any behaviour that is the illegitimate use of power in order to hurt or offend others, thus causing distress, is bullying behaviour."

Principles

In Lurgan Junior High School we strive to promote respect and responsibility at all levels. We believe that positive relationships are the foundation of our school; pupils are encouraged to respect themselves and others and to actively safeguard the rights of others within the school community. We believe:-

- Pupils have a right to learn in a safe and supportive environment, free from intimidation and fear.
- The welfare/well-being of all children and young people are paramount and pupils' needs, whether the bully or targeted pupil, need to be separated from their behaviour.
- When bullying concerns are identified, our school will work in a restorative and solution focussed way to achieve the necessary change.
- Pupils who are targeted will be listened to and supported.
- Pupils who engage in bullying behaviour will be listened to and supported to accept responsibility and change their behaviour.
- Staff will receive awareness-raising training regarding bullying prevention including effective, appropriate strategies for intervention.
- Where a concern arises, staff will receive ongoing support from the

School Leadership Team.

- Parents will be made aware of our school's practice to prevent and to respond to concerns through the Year 8 Information Evening, Parents Evenings, Pastoral Care Leaflets (Year 8/9 Summer), LJHS website, consultation processes and where necessary, their active participation in partnership with the school to resolve concerns involving their child.

The Process of Participation and Consultation

Under legislation the Board of Governors and Principal are required to consult with pupils, parents and staff regarding positive behaviour and bullying prevention measures which must be in place.

Lurgan Junior High School have met this requirement through the following ways:-

- Awareness raising programmes for pupils through Assemblies, Personal Development and LLW.
- Obtaining the views of elected pupil representatives i.e. form prefects/The Pupils' Voice (School Council).
- Survey/questionnaires distributed to parents, pupils and whole school staff (Term 1).
- Awareness raising programmes for parents e.g. Year 8 Information Evening and school website/Parentmail/facebook.
- Awareness raising for staff during August Baker Days.
- Monitoring effectiveness of our preventative policy through use of SIMS (Behaviour Management Module) and School Leadership Team (Pastoral).
- Formal review/update of policy (every two years or as required) formally adopted by Board of Governors.

Preventative Measures

- Within the pupil planner there is a Home/School contract outlining responsibilities of pupils, parents and the school. In addition, there is information regarding school rules, the bullying code and online safety. This Home School Contract is a formal agreement with parents and pupils to be signed in Year 8.
- Year 10 Peer Mentors regularly support Year 8 pupils from the Induction Day in September.
- The School Mentoring Team (REACH) provides one to one, face to face/group counselling sessions.
- There is school wide supervision and effective, consistent behaviour management.
- Availability of Pastoral Care, VP/Year Heads/Nurse, to support

specific pupils.

- Support of pupils by SENCO through the use of 'down time' passes, counselling and provision of a safe haven.
- Pupils can make use of the school's appointed counsellor who is available one morning each week.
- The LLW curriculum addresses discrimination, prejudice and social/emotional issues and encourages tolerance, diversity and mutual understanding.
- Regular assemblies/PSNI/CEOP

Responsibilities of all Stakeholders

The Responsibilities of Staff

Our staff are requested to

- Foster in our pupils self-esteem, a sense of their rights and their responsibilities to others.
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.
- Discuss bullying behaviour with all classes, in special assemblies and with invited guests, such as the PSNI, so that every pupil learns about the damage it causes to both the pupil who is targeted and the pupil who engages in bullying behaviour.
- Emphasise the importance of telling a trusted adult about bullying behaviour when it happens or is observed.
- 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 respond appropriately.
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- Respond to bullying behaviour promptly and effectively, in an assertive and confident manner, with an expectation of change in accordance with agreed procedures.
- Ensure ALL incidents of bullying are reported to SLT.

The Responsibilities of Pupils

We invite our pupils to:

- Refrain from becoming involved in any kind of bullying behaviour, even at the risk of incurring temporary unpopularity.
- Intervene to support any pupil who is being bullied, unless it is unsafe for them to do so.
- Report any concerns or instances of bullying witnessed or suspected, to a member of staff to dispel any climate of secrecy and help to prevent further instances.

Anyone who becomes the target of bullies is requested to:

- 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:

- Co-operating with the school, if their child is involved in a bullying incident, to resolve the difficulty in a way which stops the behaviour recurring and meets the needs of all children.
- 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 Form Teacher, Subject Teacher or Designated Teacher for Child Protection and explain the implications of allowing the bullying behaviour to continue unchecked, for themselves and for other pupils.
- If any incident happens outside of the school gates parents are advised to contact the PSNI. If/when it impacts on school life, school will take action.
- Buses → Translink. If any incident occurs on the school bus, parents are advised to contact school. LJHS work closely with Translink to ensure the safety of all our young people.
- Advising their children not to retaliate violently to any forms of bullying behaviour.
- Being sympathetic and supportive towards their children and reassuring them that appropriate action will be taken.
- Keeping written records of any reported instances of bullying.
- Informing the school of any suspected bullying, even if their children are not involved.
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Monitoring of Incidents

Teachers/Year Heads/Vice Principals/Principals are requested to use school's systems for recording incidents e.g. C2K, SIMS – Behaviour Management to record any incident, no matter how slight.

Professional Development of Staff

Staff to receive training reference this policy during School Development Days.

Review of Policy

Following consultation with parents and any new legislation reference bullying, the policy will be reviewed.

