



ANTI-BULLYING POLICY

Mission Statement

Drumragh Integrated College is an all ability 11-19 college which promotes the moral, intellectual, cultural, spiritual, social and personal development of its students. Through a Christian ethos, we aim to provide an atmosphere of dignity and respect for each member of our college community. We also encourage each student to achieve his or her 'personal best'.

What is bullying?

“An attitude rather than an act. It can be defined as bullying only by measuring the effects the acts have on the vulnerable child”.

Besag 1989

Bullying is when a person is exposed to negative actions by one or more persons. It can take a number of forms: physical, verbal, making unpleasant gestures, extortion, exclusion and cyber bullying (through the internet or texting). It is an abuse of power, it can be planned and organised, or it may be unintentional. It may be perpetrated by individuals or by groups of students.

Forms of Bullying

Bullying can include (this is not an exhaustive list):

- Physical violence, such as hitting, pushing or spitting at another member of the college community.
- Interfering with another student's property including by stealing, hiding or damaging it.
- Using offensive names when addressing another student.
- Teasing or spreading rumours about another student or his/her family.
- Belittling another student's abilities and achievements.
- Writing offensive notes or graffiti about another student.
- Excluding another student from a group activity.
- Ridiculing another student's appearance, way of speaking, personal mannerisms or nationality.
- Putting photographs or offensive comments onto the internet.
- Offensive text messages and/or phone calls.

The College's View

This college 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 college 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.

Aims and Objectives

In Drumragh Integrated College:

- Our students have the right to learn free from intimidation or fear.
- We will not tolerate bullying behaviour.
- The needs of bullied students must come first.
- Students who have experienced bullying will be listened to and supported.
- Reported incidents will be taken seriously, thoroughly investigated and dealt with effectively.

Links

The Anti-Bullying Policy has links with the:

- Pastoral Care Policy.
- Child Protection Policy.
- Special Needs Policy.
- Positive Behaviour Policy.
- Suspension and Expulsion Policy
- Health and Safety Policy.

Code of Practice for the College Community

Drumragh Integrated College aspires to creating a bully-free environment ethos and this may be supported by:

- Class based activities e.g. creative writing, discussion, drama, role play and art etc.
- LLW programme - bullying is a topic in each year group. Outside agencies are also used to deal with bullying issues.
- 'Buddy' System.
- Circle of Friends/Support Group.
- No-Blame approach.
- Restorative Justice.
- Counselling.
- Record keeping and sanctions outlined to staff regularly.
- Student Council – co-ordination of an investigation on the college premises to identify any areas which might facilitate bullying and measures which could be taken to lessen the likelihood of it occurring.
- Student Council – undertake a survey of recent instances of bullying, to ascertain when and where they occurred and how many students were involved and their ages, in order to identify any frequently recurring features.
- Regular promotion of college principles and values in assemblies.
- Regularly making parents aware of the College's principles and approaches to bullying.

The Responsibilities of Staff

Our staff will:

- Foster in our students self-esteem, self-respect and respect for others.
- Show by example the high standards of personal and social behaviour we expect of our students.

- Discuss bullying with all classes, so that every student learns about the damage it causes to both the child who is bullied and to the bully, 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 the Form Teacher, Year Head, Senior Teacher responsible for Pastoral Care, Vice Principal or the Principal.
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- Ensure that both sets of parents are informed of any significant bullying incident.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

The Responsibilities of Students

We expect our students to:

- Refrain from becoming involved in any kind of bullying, even at the risk of being unpopular temporarily.
- Step in to protect the student who is being bullied, unless it is unsafe to do so.
- Report as soon as possible to a member of staff any witnessed or suspected instances of bullying, to avoid secrecy and help to prevent it happening in the future.

Anyone who becomes the target of bullying should:

- Not suffer in silence, but have the courage to speak out, to put an end to their suffering and that of others.
- Exercise their right to live and learn in peace and security.
- Expect support from the college.

The Responsibilities of Parents

We ask our parents to support their children and the college 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 a member of staff.
- Explaining the implications of allowing the bullying to continue unchecked, for themselves and for other students.
- Advising their children not to retaliate violently to any form of bullying.
- Being sympathetic and supportive towards their children and reassuring them that appropriate actions will be taken.
- Keeping a written record of any reported instances of bullying.
- Informing the college of any suspected bullying, even if their children are not involved.
- Co-operating with the college if their children are accused of bullying, trying to ascertain the truth, and pointing 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.

This policy will be reviewed as part of the college's policy review cycle.

Chairperson of Board of Governors _____

Date _____