



HUNTERHOUSE COLLEGE

ANTI-BULLYING POLICY

Date/date Reviewed: January 2018

Previous: 2011

Next Review due: 2019

This policy is available in pdf format from the school website

www.hunterhousecollege.org.uk

or on request from the School Office 028 9061 2293

info@hunterhousecollege.belfast.ni.sch.uk

Every teacher needs to focus on fostering self confidence and self-esteem in every pupil, in every lesson, every day.

(D.E. Pastoral Care in Schools)

Anti-Bullying Statement

All pupils have a right to be taught and staff have a right to work in a safe, caring environment free from the threat of psychological and physical abuse. Everyone in the school community is valued and is entitled to have their rights protected. At Hunterhouse we aim to promote positive relationships and endeavour to provide a bullying free environment in the school premises, for pupils travelling to and from school and on school trips.

Definition of Bullying

“Bullying is the repeated and intentional use of physical, verbal, electronic, written or psychological acts or omissions, or any combination thereof, by one or more pupils against another pupil or group of pupils with the intention of causing hurt, harm, fear, distress or adversely affecting the rights or needs of that pupil or group of pupils”. (DENI *Addressing Bullying in Schools* Consultation Document)

Bullying can be planned and organised, or it may be the result of actions where the implications are not fully realised. It often happens when there is no one able to observe or intervene.

Bullying can take many forms such as:

- physical assault
- making threats
- spreading rumours
- making racist, sectarian, homophobic or gender related comments or making comments focusing on a person’s disability
- name calling
- cyber bullying - bullying via mobile phone or online (eg email, social networks and group chats).

Aims

1. To raise awareness and promote understanding of what constitutes bullying behaviour.
2. To ensure pupils and parents know how to raise a concern about bullying.
3. To encourage students and parents to report bullying to a member of staff.
4. To ensure an appropriate response to all reported instances of bullying.
5. To provide support for pupils who are bullied.

*Incidents of cyber-bullying may be directed to the PSNI if school feels unable to fully support and monitor the problem.

*Counselling and Peer Resolution will be offered through Familyworks.

6. To encourage those pupils who engage in bullying to adopt positive attitudes and behaviour.
7. To ensure robust monitoring and review procedures are in place following incidents of bullying.
8. To provide up to date training for staff and governors.

Procedures

At Hunterhouse College we cannot resolve issues of bullying if we are not informed of a situation in which a pupil, parent or staff member has perceived bullying to have taken place. Since bullying incidents vary greatly it is impossible to set down a rigid procedure for dealing with every instance. However, the following steps will be taken once an incident has been reported to the school by any member of the school community:

- Listen carefully to all the students involved.
- Carefully record the details. All allegations of bullying will be recorded in school, through SIMS, in keeping with DENI guidance.

Where further investigation is required a member of the pastoral team will:

- Question any witnesses.
- Keep a written record of all interviews and details.
- Decide on the appropriate action/ sanction in consultation with the Pastoral Coordinator / Vice Principal / Designated Teacher for Safeguarding / Principal / Board of Governors
- Inform parents if it is appropriate to do so taking into account the seriousness and frequency of the bullying.
- Offer counselling / peer resolution* to all involved if it is appropriate.
- Facilitate reconciliation if appropriate.
- Continue to monitor the situation for a period of time.

We recognise that there are many motivating factors for pupils involved in bullying behaviour and endeavour to support pupils through intervention and guidance.

Sanctions

A range of sanctions will be used as appropriate:

- Reprimand and warning
- Meeting with parents
- Pupil(s) placed on daily report
- Lunchtime detention
- After-school detention
- Internal suspension
- Suspension / expulsion

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Monitoring and Review

The policy will be reviewed annually in light of all recorded instances and allegations of bullying.

The monitoring and review team will include:

- A designated member from the Board of Governors
- The Principal
- The Vice Principal
- The Designated Teacher for Safeguarding
- The Pastoral Coordinator
- Heads of Year
- Members of the School Council
- A parent panel

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