

KJHS

ANTI-BULLYING

POLICY



“Working together for excellence within a caring community”

All schools have a responsibility to create a secure and safe environment for pupils who are in their care, so that parents may send their children to school in the confident knowledge that they will be protected from bullies.

At Killicomaine we are committed to providing a safe and caring environment. It is the basic entitlement of all children that they receive their education free from, harassment, victimisation or discrimination. It is the responsibility of all adults, teachers and parents, to ensure that this take place in an atmosphere which is caring and protective.

Commitment

The Governors and staff of Killicomaine Junior High School make a commitment to all our young people that all reported incidents will be:

- Taken seriously and dealt with sensitively
- Followed up with necessary action and support
- Bullying behaviour will be brought out into the open where appropriate, demonstrating that anti-social behaviour will not be tolerated.

KJHS Mission Statement

“Working together for excellence within a caring community”

At Killicomaine our aims are to

- -make every pupil feel an important part of the school
- -ensure equality of treatment to all pupils in all areas of school life
- -create a pleasant stimulating and well-ordered environment
- -promote caring, tolerant and responsible attitudes towards others in the community and in the wider world.
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What is bullying?

Bullying is the wilful, conscious desire to hurt, threaten or frighten someone. **It does not consist of a single incident but rather a progression or continuation of incidents.** It is not a spontaneous reaction; it involves a degree of deliberation.

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

Physical Abuse – this commonly takes the form of fighting, pushing and obstructing the victim’s movements.

Verbal/Mental Abuse – this commonly takes the form of name calling, threatening physical attack, pressurising the victims to break the rules, spreading rumours and excluding the victims from their own peer group.

Cyber Bullying- where the bully uses communication technology to deliberately harm another person, usually with words or images.

All three types of abuse exert mental anguish on the victims

It is therefore important that we as a school community create an atmosphere in which the potential for bullying is minimised; we seek to do this by:

PROACTIVE STRATEGIES-

- having a clearly defined code of conduct for pupils and staff.
- ensuring that Behaviour Management Policy is clearly understood by all staff and pupils
- developing a trusting relationship between staff and pupils, maintained, developed and enhanced through extra-curricular activities, enrichment programs and extensive pastoral care provision.
- ensuring that our Inclusion Policy is clearly understood by all staff and pupils.
- developing caring and responsible attitudes through assemblies, charity work, health education, trips, social, cultural and LLW programmes. These enrichment programmes are supported by our youth workers and ministers who present rich and varied social, spiritual, moral and cultural education, both in the classroom and on the many trips and visits which they organise.
- Awareness raising programmes- e.g. Anti bullying Week, LLW, Buddy Programme, Year Assemblies, Prefect charter
- KJHS has 2 school counsellors.

What are the signs?

If your son or daughter is impacted by bullying behaviour you may see changes in their behaviour pattern. They may:

- -become nervous or depressed
- -have difficulty sleeping
- -have loss of appetite
- -be reluctant to come to school
- -be easily upset, moody or miserable
- -become withdrawn
- -spend a lot of time in their bedroom

Look out for:

- -items of clothing, property, school work lost or damaged more than you would expect
- -sudden or consistent under-performance in school
- -requests to be accompanied to, or collected from, school
- -money in the house going missing
- -child coming home hungry – this may be due to a bully demanding “dinner money”
- -child inflicting harm on oneself

AT KILLICOMAINE PUPILS ARE ENCOURAGED TO REPORT ANY FORM OF BULLYING TO A MEMBER OF OUR SCHOOL COMMUNITY-

e.g. A MEMBER OF STAFF, A BUDDY MENTOR OR A PREFECT AS SOON AS IT OCCURS.

Killicomaine Junior High School affirms that all forms of bullying are unacceptable and that we are committed to do all in our power to eradicate it.

“Working together for excellence within a caring community”

A Guide for Parents

Killicomaine Junior High School is a listening school

- Encourage your child to talk to you about their school and social life
- Feel free to discuss any concerns with members of staff - even minor problems can be distressing to a child
- Watch your child for any signs of distress or unusual behaviour.
- Listen to your child and take seriously any reports of bullying

If you think your child is being bullied.

What to do?

- Do contact the school, Form Teacher or Year Head.
- Make sure of the facts
- Work with the school to develop strategies to support your child

If your child has displayed bullying type behaviour:

What to do?

- Do not ignore it
- Make it clear that such behaviour is unacceptable
- Work with the school to develop strategies to change behaviour for the benefit of all pupils.

At KJHS we would encourage parents to inform the school of any suspected bullying within our school community, even if it is not your child.

A GUIDE FOR PUPILS

Killicomaine Junior High School is a listening school

“Working together for excellence within a caring community”

At Killicomaine, we are committed to providing a safe and caring environment. It is the basic entitlement of all children that they receive their education free from, harassment, victimisation or discrimination. It is the responsibility of all adults, teachers and parents, to ensure that this take place in an atmosphere which is caring and protective.

If you feel that you are being affected by bullying behaviour.

Then follow these easy steps:

- Step One Value yourself and your feelings
TELL your parents
TELL your friends
TELL the School so together they can help
- Step Two Help yourself
Ignore comments—do not react but TELL
Prevent it
- Step Three *Out of school*
Avoid the problem/hot spots
Go home with someone else
Take a lift with a parent or friend
- In school*
Go to the member of staff with whom you feel most
confident
Tell your teacher or form teacher

And remember if **you** see bullying behaviour TELL someone

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



KILLICOMAINE JUNIOR HIGH SCHOOL

A GUIDE FOR STAFF Staff Action

Implementation

All incidences of bullying are different and each case will be dealt with on an individual basis. You must have confidence that we will act determinedly and will do so with sensitivity.

What we will do

1. Establish the facts

We will-

- i. listen carefully to your son/daughter
- ii. carry out an investigation to establish the details, where, when and how
- iii. act sensitively by avoiding naming victim/informant if at all possible
- iv. All incidents of bullying will be recorded on the school SIMS

2. Help the pupil who has been impacted by bullying behaviour

We will-

- i. provide strategies to help the victim cope and to boost self-esteem
- ii. provide a 'safe haven' where necessary
- iii. keep in touch with you

3. Deal with the pupil displaying bullying behaviour

We will-

- i Deal with the bully in line with the school's Behaviour Management Policy.
- ii Seek specialist help for bully
- iii Provide counselling
- iv Provide Mentoring

Who to contact

If you suspect your child is affected by bullying behaviour you should contact the school and speak to:

The Form Teacher
The Year Heads
Vice Principal

The Principal is always available to discuss your concerns on this issue

All bullying incidents will be logged on SIMS by the investigating teacher.

In most cases the investigating teacher will be the Form Teacher, supported by the Year
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Head where necessary.

In extreme cases, where a solution has not been found, the VP will take over from the Year Head. The responses to bullying will depend on the severity and persistence of the bullying incident and will be dealt with in line with our Behaviour Management Policy.

<p>PARENTS who require further information or clarification of any of the content of this policy should contact school (028 3833 2021) and ask for the Vice-Principal</p>
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