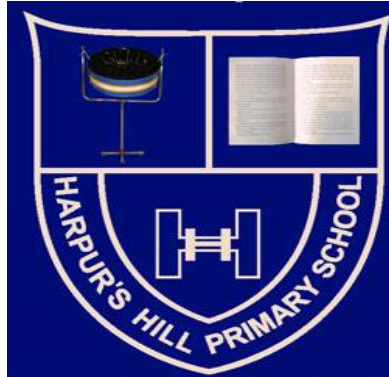


Harpur's Hill Primary School & Cuilrath Corner Nursery School



‘Success Through Nurture’

Anti-Bullying Policy

Responsible for: Jayne Scott
Agreed: October 2025
Approved by Board of Governors:

Due for Review:

ANTI-BULLYING POLICY

Our Vision Statement

Our vision in Harpur's Hill Primary School & Cuilrath Corner Nursery and Cuilrath Corner Nursery is for every child to be valued, supported, and inspired to grow in a community where they develop a lifelong love for learning and achieve 'Success Through Nurture'.

Our Mission Statement

Our mission is to be a safe, nurturing, happy school where every child will be included, valued and encouraged to learn and reach their potential. Every child will achieve success through respect and encouragement.

Ethos

HHPS and CCN is an inclusive and nurturing school that believe every child should have access to the curriculum, regardless of need, ability and background. Children are taught in a secure, caring and positive environment which empowers every child to reach their potential. We are committed to overcoming barriers to learning, developing confidence and fostering resilience. HHPS believe in the power of community partnerships, working hand in hand with families and local organisations to create a rich tapestry of support and opportunity. Together we aspire to build a brighter future for our children where each child can thrive and achieve their dreams.

RATIONALE

WHY DO WE NEED AN ANTI-BULLYING POLICY?

Harpur's Hill Primary School & Cuilrath Corner Nursery embraces its responsibility to have an anti-bullying policy and fully accepts the rationales outlined in: -

"Co-operating to Safeguard Children and Young People in Northern Ireland," March 2016
dhsspsni (page 23-24)

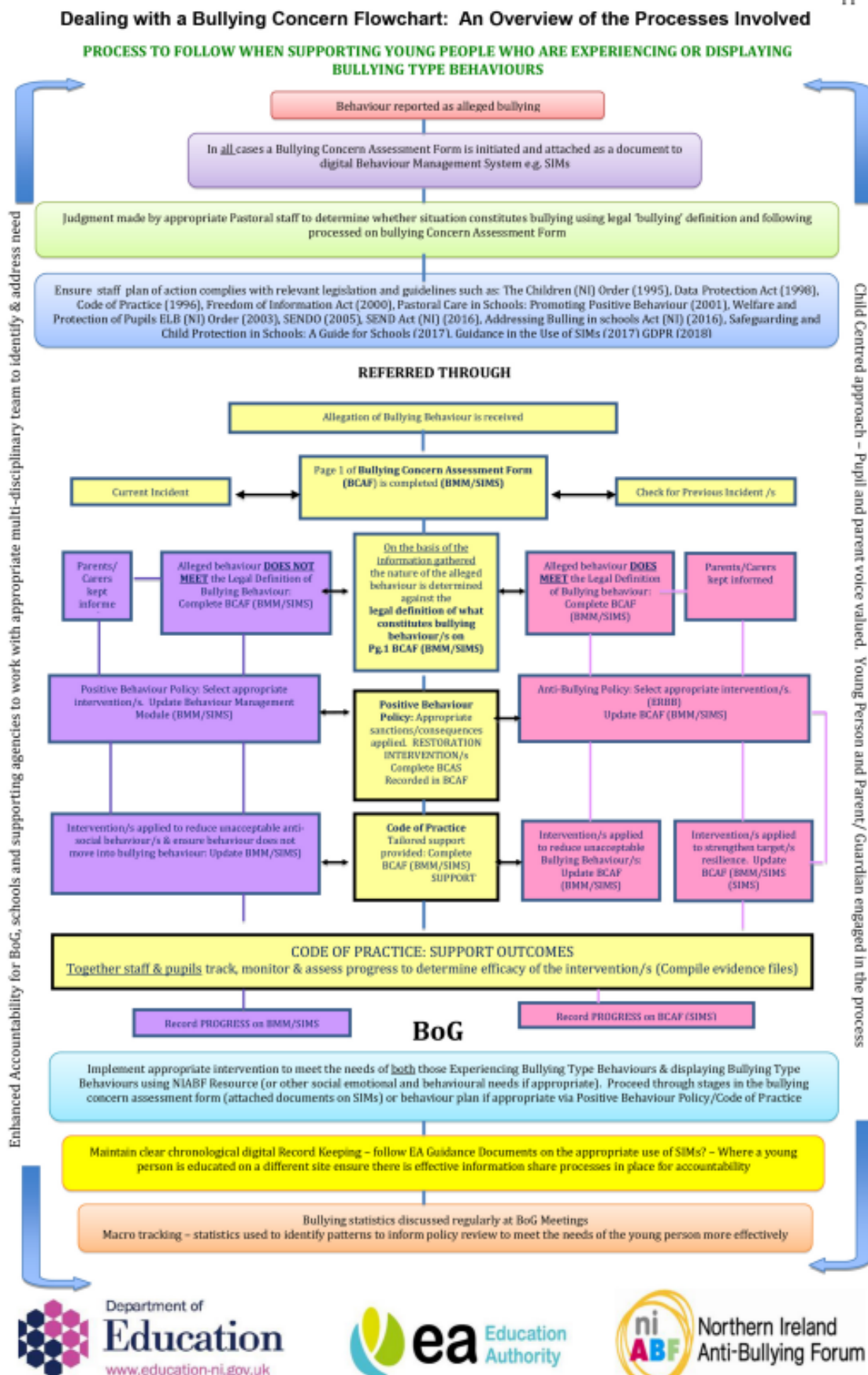
And more recently, "Safeguarding and Child Protection in Schools. A Guide for Schools" DENI April 2017, as well as the newly passed, "Addressing Bullying in Schools Act (Northern Ireland, 2016)", commenced operation on 01 September 2021.

The Act requires the Board of Governors to oversee the implementation of effective preventative and responsive measures, and systematic recording of all incidents of bullying type behaviours or alleged bullying type behaviours involving a registered pupil.

The Act can be found at: Addressing Bullying in Schools Act (Northern Ireland) 2016

The following flow chart shows the process to follow when supporting pupils who are experiencing or display bullying or alleged bullying type behaviours.

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Harpur's Hill Primary School & Cuilrath Corner Nursery also accepts the rationales understated: -

“the prevention of bullying be specifically addressed and to ensure consultation with pupils.”

(Article 19: School Discipline: Measures to Prevent Bullying 2003/13 Circular)

It also states: -

“The Board of Governors must consult with registered pupils on the general principles which will be reflected in the school's discipline policy: and

The Principal, when deciding on measures which will be used to encourage good behaviour in the school, must specifically include measures to prevent bullying among pupils: and

The principal, before deciding on measures to encourage good behaviour, must consult with pupils registered at the school and their parents.”

(Article 19: School Discipline: Measures to Prevent Bullying 2003/13 Circular)

“All schools have a pastoral responsibility towards the children in their charge and should take all reasonable steps to ensure that their welfare is safeguarded and their safety is preserved”.

(Child Protection: Pastoral Care in Schools (DENI 1999))

The Addressing Bullying in Schools Act (NI) 2016 The Addressing Bullying in Schools Act (NI) 2016, came into operation on 01 September 2021 which requires the BoG of the school to determine the antibullying measures pursued at the school and to record all incidents of bullying behaviours or alleged bullying behaviours involving a registered pupil.

The Children Order 1995

The underpinning principles of the Children Order, which inform the practice of teachers as well as those in other caring professions:

- i) The child's welfare must always be paramount
- ii) Children have a right to be heard, to be listened to and to be taken seriously
- iii) Parents/carers have a right to respect and should be consulted and involved in matters, which concern their children.

(Reference Materials: Promoting Positive Behaviour)

WHAT IS BULLYING?

Bullying behaviours can take many forms, not all of them immediately obvious, and for the purpose of this document the school adopts the following definitions.

“Bullying Behaviour is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for the victim to defend him or herself”

(Department of Education, 1999)

Bullying Behaviour is

“the repeated use of power by one or more people intentionally to harm, hurt or adversely affect the rights and needs of another or others.”

(Adopted by the Northern Ireland Anti-Bullying Forum)

After consultation with pupils and parents, Harpur's Hill Primary School & Cuilrath Corner Nursery has agreed the following definition for bullying: -

“Bullying is when someone repeats an unacceptable behaviour with the intention to hurt you physically or emotionally. The person will have planned to hurt you and will be happy you are upset. They will have had no reason to hurt you.”

FORMS OF BULLYING BEHAVIOUR

Bullying behaviour can take many different forms. Any of the behaviours below **will only be considered to be bullying behaviours if:** -

- **There is an intention to harm**
- **This intention is carried out**
- **The behaviour harms the target**
- **The bully overwhelms the target with his/her power**
- **There is often no justification for the action**
- **The behaviour repeats itself again and again**
- **The bully derives a sense of satisfaction from hurting the target**
- **There is an imbalance of power**

If on the **basis of evidence**, the criteria have been met we are confident that bullying behaviour has taken place.

PHYSICAL e.g. hitting; pushing; kicking; tripping; spitting; hair pulling; throwing things; interfering with another's property by stealing / hiding / damaging / intruding upon it; - extortion / threatening demands for money or other items - writing or drawing offensive notes / graffiti about another	VERBAL e.g. name calling; insulting or offensive remarks; accusing; taunting; put downs - ridiculing another's appearance/way of speaking/disability/personal mannerisms/race/colour/religion; - humiliating another publicly - spreading malicious or nasty rumours; threatening; intimidation; mocking; sarcasm
EMOTIONAL e.g. excluding/shunning others from group activity/social setting or play; - belittling another's abilities or achievements; - menacing looks/stares; - rude signs or gestures	CYBER e.g. misuse of e-mails, images, text, blogs, tweets, forums and chat rooms to hurt /embarrass /demean /harass /provoke or humiliate another using perceived anonymity - misuse of mobile phones by text messaging /calls or images – again to hurt /embarrass /demean /harass /provoke or humiliate another using perceived anonymity - unauthorised publication or manipulation of private information; impersonation

It is important to note, these are examples and bullying behaviour is **not limited to these examples**. These categories may be inter-related and it is also important to note **that anti-social behaviour is not necessarily bullying behaviour unless it meets the above criteria**. Anti-social behaviours are therefore dealt with under our positive behaviour policy.

Signs of stress in pupils which may indicate Bullying

- Child's unwillingness to attend school / lateness / erratic attendance.
- Avoidance, hanging back from playground or staying late at school.
- Deterioration of work or mislaid books, money, equipment or belongings / under achievement.
- Spurious illness / non-specific pains, headaches, tummy upsets, withdrawn, loss of appetite.
- Nail biting / flinching / jumpiness / forgetfulness / distractibility.
- Impulsive hitting out / out of character temper, flare up or restlessness / sudden aggressiveness.
- Stresses manifested at home – bed wetting / insomnia / nightmares / restlessness and irritability.
- Reluctance to sit beside or near certain pupils / hesitant to walk home.

(N.B. whilst these behaviours may be symptomatic of other problems – bullying may be one reason)

AIMS OF THE ANTI-BULLYING POLICY

Harpur's Hill Primary School & Cuilrath Corner Nursery is part of a small, closely knit community in which all members are entitled to equal rights, opportunities, respect and worth. We wish to encourage an environment where children can reach their full potential and bullying is completely unacceptable.

- To raise awareness of bullying as a form of unacceptable behaviour with school management, teachers, pupils, parents/carers.
- To enable pupils to articulate their fears and concerns and be confident that they will receive a sympathetic and supportive response from teachers and other adults within the school community.
- To create a school ethos which encourages pupils to disclose and discuss incidents of bullying behaviour.
- To develop and implement strategies which are preventative in orientation, intended to minimise the likelihood of incidents of bullying behaviour taking place.
- To develop and implement a programme of support for those who are victims of bullying behaviour and for those involved in bullying behaviour.
- To develop procedures for recording and reporting incidents of bullying behaviour.
- To develop procedures for investigating and dealing with incidents of bullying behaviour.
- To develop procedures for working with and through the appropriate external agencies in countering all forms of bullying and anti-social behaviour.
- To ensure comprehensive supervision and monitoring arrangements through which all areas of school activity are kept under observation.
- To seek to influence attitudes of pupils to bullying behaviour in a positive manner through a range of curricular initiatives.
- To respond to the concerns of parents and inform them of follow-up action taken aimed at bringing the bullying to an end for the victim and the bully.

SPEAKING OUT!

Incidents of bullying behaviour love secrecy, the best way to stop bullying behaviour is by SPEAKING OUT. If a child is being bullied he/she should speak to someone they trust as soon as possible. That could be a parent, a friend, teacher or some other adult, the sooner the child speaks out the sooner the bullying will be stopped. Any parent who is concerned about bullying behaviour should contact the school as soon as possible. They may speak to the Principal/Vice Principal or class teacher, as they feel appropriate. Parents/carers will be kept fully informed of developments and they must also continue to keep in contact with the school.

STRATEGIES TO PREVENT OR REDUCE BULLYING BEHAVIOURS

Harpur's Hill Primary School & Cuilrath Corner Nursery has established and will maintain the following strategies to prevent and reduce bullying behaviour:

Proactive Strategies to ensure awareness is raised.

- Promote School Ethos at all times
- Awareness of Rights and Responsibilities.
- Recognise and reward good behaviour.
- Use of creative learning to enhance social and emotional skills.
- Ensure that all staff (teaching and non-teaching), parents and pupils and all members of the school community are aware of the school code of conduct as set out in the Positive Behaviour Policy.
- School assemblies – addressing Bullying and providing Anti-Bullying Strategies.
- Vigilant supervision – playground / general school environment.
- Consultation with School Council.
- Use of PDMU lessons / Circle time.
- Questionnaires.
- Good parental communication.
- Awareness raising eg P1 Parent Induction meetings, class information meetings, School Policies, newsletters, website.
- Awareness of national Anti-Bullying Week (in November each year).
- Use of outside agencies – NSPCC, Childline, PSNI, Behaviour Support Team.
- Staff training / effective communication.

Reactive Strategies

The following steps will be taken when dealing with incidents, and the Effective Responses to Bully Behaviours NIABF 2013 is used for restorative practices, with both target and the young person presenting bullying behaviours, eg Rule Reminder scripts, think time discussion and worth a rethink.

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- Attempts will be made to resolve the situation quickly.
- Reports will be taken seriously.
- Steps will be taken to ensure the child feels safe and secure.
- Significant incidents will involve further investigation and recording. A clear account reported to the appropriate members of staff i.e. class teacher / head of Key Stage / Vice Principal / Principal / Designated Teacher for Child Protection.
- Significant or repeated incidents will require parents to be informed.
- Disciplinary measures / sanctions, which are proportionate and clearly set out in the Positive Behaviour Policy, will be explained and used.
- Steps will be taken to track and monitor the efficiency of any interventions used to restore relationships

The 2003 Statutory Requirements (Education & Libraries NI Order) requires schools to “encourage **good behaviour and respect for others**” and in particular **prevent** all forms of bullying. In dealing with cases of bullying behaviour the school will follow the guidance set out in paragraphs 121, 122, 125 – 127 and 128 – 131 of The Department of Education publication ‘Pastoral Care in Schools: Promoting Positive Behaviour in Schools’. In September 2021, it became a Statutory requirement for all bullying incidents to be recorded on SIMs. In line with the EA guidance all incidents are recorded on our school system.

When dealing with bullying behaviour the school will aim to:

1. Stop the bullying behaviour.
2. Protect and support the bullied pupil.
3. Change the attitude and behaviour of the bully.

Every child can make mistakes and can behave in ways that are hurtful to others. In most cases a quiet word and an explanation of how others feel is sufficient to make a difference. Children can and do learn over time how to care for themselves and for others. We believe that learning from mistakes and being genuinely sorry for them is part of growing up to be a socially well-adjusted person. We believe much can be achieved by talking with the perpetrator and the victim to achieve a resolution and reconciliation. In some cases, however, talking things through will not make enough of a difference and in these cases we reserve the right to apply a range of sanctions.

In Harpur’s Hill Primary School & Cuilrath Corner Nursery if any type of bullying is highlighted, the following strategies will be implemented by staff in two stages;

STAGE 1

All staff will:

- Listen to concerns when reported.
- Identify those involved in the bullying incident.
- Give each pupil the opportunity to talk. The discussion will focus on finding a solution and stopping the bullying from recurring.
- Staff will remain neutral and avoid direct, closed questions.
- The pupils are helped to find their own solution to their personal disagreement and discuss how their proposals will be put into action.
- Other appropriate members of staff will be informed i.e. class teacher, non-teaching staff, head of Key Stage, Vice-Principal, Principal. Incidents will be recorded as appropriate.
- A follow-up meeting/discussion is useful to find out whether the solution has been effective or not.

STAGE 2

If the problem is not resolved staff will:

1. Implement procedures within the hierarchy of sanctions (refer to Positive Behaviour Policy).
2. Continue to monitor the situation and follow procedures as agreed. (in behaviour management book)
3. Record details as appropriate (**Carry out the Bullying Concern Assessment Form**)
4. Determine the levels of Intervention (refer to '**Effective Responses to Bullying Behaviour**', NI Anti-Bullying Forum)
5. Refer to Stages 1-5 of the SEN support framework (include Risk Assessments if necessary)
6. Contact parents if necessary at any stage of the procedures, depending on the seriousness of the bullying e.g. phone call, letter or request for interview by class teacher / Vice Principal / Principal
7. Contact outside network of support at any stage of the procedures e.g. Education Welfare Officer, Behaviour Support Team,

INDIVIDUAL RESPONSIBILITIES

All members of the school community have a key role in promoting, implementing and supporting the Anti-Bullying policy of Harpur's Hill Primary School & Cuilrath Corner Nursery. It is important that there is a collaborative whole school approach to address any difficulties which may be encountered. Everyone should work together to create a safe, happy and anti-bullying environment.

COVID 19

Should Covid 19 become an issue in schools again, staff and pupils will adhere to the addendum for the Positive Behaviour Policy and be mindful of this when implementing the Anti-Bullying Policy.

Staff should:

- Provide a safe, secure and caring environment.
- Promote and sustain good behaviour.

- Listen to all reports of bullying.
- Make a note in the class behaviour management book
- Address each situation in line with procedures.
- Work collaboratively with all relevant members of the school community, developing positive partnerships with parents.

Supervisory Assistants: if they are made aware of bullying behaviour they should report the matter immediately to the senior supervisory assistant and the teacher on duty, who will make a note of it and in turn inform the principal.

Classroom Assistants: if they become aware of bullying behaviour will inform the class teacher, who will deal with it according to the procedures set out below, inform the principal and make a note of it.

Other Adult Staff: if they become aware of bullying behaviour should inform the class teacher or principal, as they feel appropriate.

Pupils should:

- Report all incidents of bullying (if a child is being bullied or is another pupil is being bullied – TELL SOMEONE)
- Follow the school's code of conduct.
- Avoid inappropriate behaviour which might be considered as bullying.
- Be respectful and supportive to others.

Parents should:

- Work in partnership with the school.
- Advise their children to report any concerns to a member of staff.
- Discourage behaviours which might be considered as bullying.
- Stress to their children that retaliation is not helpful.
- Contact the School Secretary to arrange an appointment with the child's class teacher to discuss concerns.
- Co-operating with the school, if their child/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.
- Accept their role in dealing with bullying behaviours which occur outside the school so that they do not interfere with effective learning and teaching during the school day.

If you have any concerns about your child's safety of wellbeing at school, please speak to the Principal as soon as possible.

The role of the Principal

It is the responsibility of the Principal to implement Harpur's Hill Primary School & Cuilrath Corner Nursery's anti-bullying strategy, and to ensure that all staff (both teaching and non-teaching) are aware of the schools policy, and know how to identify and deal with incidents of bullying. The Principal reports to the governing body about the effectiveness of the antibullying policy on request.

The Principal ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school and that it will not be tolerated. The Principal draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use an assembly as the forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.

The Principal ensures that all staff, including lunchtime staff, receive sufficient training to be equipped to identify and deal with all incidents of bullying.

The Principal sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of governors

The governing body supports the Principal in all attempts to eliminate bullying from Harpur's Hill Primary. Harpur's Hill Primary have adopted a zero tolerance approach to bullying (whilst ensuring that all incidents are fully investigated). Any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

The governors require the Principal to keep accurate records of all incidents of bullying, and to report to the governors on request about the effectiveness of the school's anti-bullying strategies.

A parent who is dissatisfied with the way Harpur's Hill Primary has dealt with a bullying incident should utilise the provisions set out in the complaints policy.

PROMOTING AN ANTI-BULLYING CULTURE

TEACHING ABOUT BULLYING

Harpur's Hill Primary School & Cuilrath Corner Nursery is a Nurturing school and follow the Principles of Nurture, this is incorporated into all our teaching throughout the year groups. This will be delivered and reinforced through various areas of the curriculum:

In Foundation and Key Stage 1 classes (P1-P4) children will be taught to be aware of different forms of bullying and how to develop personal strategies to resist unwanted behaviour.

This message will be reinforced in Key Stage 2 classes (P5-P7) when children will be encouraged to recognise, discuss and understand the nature of bullying and the harm that can result from it.

RESOURCES FOR THE PREVENTION OF BULLYING

We encourage a 'whole-school approach' in which children and adults work together to create an environment where everybody gets a clear message that bullying is wrong and will not be tolerated, that bullying behaviour of all kinds must be challenged.

- All school staff, teaching, and non-teaching, will be familiar with the Anti-Bullying Policy and procedures for dealing with reports of bullying.
- Awareness raising posters are displayed in classrooms and corridors
- Appropriate leaflets and literature will be provided for the children.
- Children will be encouraged to understand their roles in preventing bullying using, for example, drama; role-play and novels. Children will be guided to understand the feelings of bullied children and to practise the skills they need to avoid bullying.
- Use of 'Worry Boxes'
- Use of Circle Time and PDMU activities

LINKS WITH OTHER POLICIES

Harpur's Hill Primary School & Cuilrath Corner Nursery's Anti-Bullying Policy is set in the context of our Pastoral Care Programme. It links with other policies such as:

Safeguarding

Pastoral Care

Positive Behaviour

Special Educational Needs

Health & Safety

Curricular Policies

RACE EQUALITY AND EQUAL OPPORTUNITIES

All children have equal access to the curriculum regardless of their race, gender, disability or ability. Teachers plan work that is differentiated so that all groups and individuals can achieve their potential and are committed to creating a positive climate that will enable everyone to work free from racial intimidation and harassment.

MONITORING AND EVALUATION

This policy was formulated by Mrs Coates in consultation with school Governors, staff, pupils and parents. It has been approved by the Board of Governors and it is the intention of the stakeholders to review and update it every year as recommended in the ETI Safeguarding Proforma 2021/22.

It is important to remember that staff, pupils and parents all have an active part to play and have a responsibility to ensure an effective implementation and maintenance of this policy.

USEFUL WEBSITES & TELEPHONE NUMBERS

Department of Education

www.deni.gov.uk

Northern Ireland Anti Bullying Forum

www.niabf.org.uk

www.thinkuknow.org

Childline NI

0800 1111

NSPCC (FullStop) campaign

0808 800 5000

Attached form should be included – (Bullying Concern Assessment Form)

Date Policy Reviewed:	
Signed:	Designated Teacher
Signed:	Principal
Signed:	Chair of Board of Governors