

No one particular strategy is always successful in dealing with bullying issues therefore a multi-faceted approach is required. The following approach is termed the 'Shared Concern' Approach which can be very effective in dealing with less serious cases of bullying.

Step 1**Interview with the bullied pupil**

Talk to the student about how he feels - do not ask direct questions, but do endeavour to establish who is involved

Step 2

Arrange a meeting with pupils either directly or indirectly involved. Include pupils who may have been 'onlookers'. Include pupils who will support the victim also.

Step 3**Explain the problem**

Tell the students how the victim is feeling - do not discuss details of the case nor allocate blame.

Step 4**Share responsibility**

State very clearly that this group now are responsible and can do something about it. Focus on resolution rather than blaming any one pupil.

Step 5**Identify solutions**

Ask each student to suggest one way in which he could help resolve the situation, to help the bullied pupil feel happier in school. Show approval of suggestions.

Step 6**Give students ownership** of the resolution.

End the meeting by giving the students responsibility to solve the problem themselves.

Arrange a time and place to meet again to discuss the success of their actions.

At all stages, it is important that a written record be kept.



**it's good to be
Different...**

Our staff will:

- foster in our pupils self-esteem, self respect and respect for others;
- demonstrate by example the high standards of personal and social behaviour we expect of our pupils
- discuss bullying issues with all classes, so that every pupil 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, and take what they say seriously and act to support and protect them;
- **report suspected cases of bullying to Form teacher/Year Head/Mrs J O'Neill (Designated teacher, Child Protection / Co-ordinator of Pastoral care)**
- follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken
- deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

We expect our pupils to:

- refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity;
- intervene to protect the pupil who is being bullied, unless it is unsafe to do so
- report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and to help prevent further instances;

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 own suffering and that of other potential targets**

We ask our parents to support their children and the school 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 their Form Teacher / Year Head/ Mrs O' Neill - Designated Teacher for Child Protection/ Deputy DT Mrs Carina Mc Gready or Mr F Hughes Behaviour Management, and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils
- advising their children not to retaliate violently to any form of bullying.

St. Michael's College Enniskillen

Pastoral Care

Anti-Bullying Policy

Caring through Partnership

INFORMATION LEAFLET FOR PARENTS/ GUARDIANS

Bullying is all about power & control

...Bullies take your self-respect, your happiness, your confidence and your dignity away from you ...

... But it's yours, it belongs to you....

...Tell someone and take it back!

**Bullying hurts inside & out...
...talk to someone who will listen...**

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ANTI-BULLYING POLICY

A) INTRODUCTION

St Michael's College is actively committed to developing mutually caring relationships between all members of our school community. This includes our students, teaching and non-teaching staff.

We believe that every student has the fundamental right to be educated in a safe environment free from the threat of physical and psychological abuse, where he is encouraged, supported and valued as an individual, irrespective of gender, sexual orientation, race or religion. We believe that promoting and protecting the self esteem of each student will result in each student being more confident in themselves therefore less likely to become involved in bullying.

All members of our school community have a responsibility to be aware of this policy and to effectively implement it.

B) POLICY AIMS

- i) To promote and develop relationships amongst pupils and staff based on mutual respect, support, caring, trust and consideration for others.
- ii) To achieve a common understanding amongst parents, students and staff of what we believe constitutes bullying behaviour and to make it clear to that such behaviour is unacceptable on the part of any member of our school community.
- iii) To enhance pupil and staff awareness of bullying and to foster collective responsibility to prevent any member of our community being bullied.
- iv) To make St Michael's a 'listening school' where students are encouraged and should feel free to report any incidents of bullying behaviour secure in the knowledge that they will be actively listened to and that swift and sensitive action will be taken with the welfare of the victim always being paramount.
- v) To exploit curriculum potential to raise awareness and understanding of bullying issues i.e. through subject areas, Personal Development, Citizenship, Year Assemblies and Form Classes.
- vi) To outline clearly our approach to dealing with bullying incidents and to ensure that parents, students and staff are confident of the effective implementation of procedures that this entails.
- vii) To make 'anti-bullying' education an integral part of the 'Personal Development Programme' for Years 8 - 14.
- viii) To adopt the 'Solution Focused' approach to dealing with bullying incidents where appropriate.
- ix) To review annually our Anti-Bullying policy and procedures

C) DEFINITION OF BULLYING

St Michael's recognises that in reality no definition is adequate because bullying is such a complex issue which is open to many different interpretations. It can often be very subtle or hidden and therefore difficult to identify and deal with. We believe that the emotional damage caused to those who are bullied can be extensive and long lasting. It is less often recognised that lasting harm is also done to those who exhibit bullying behaviours.

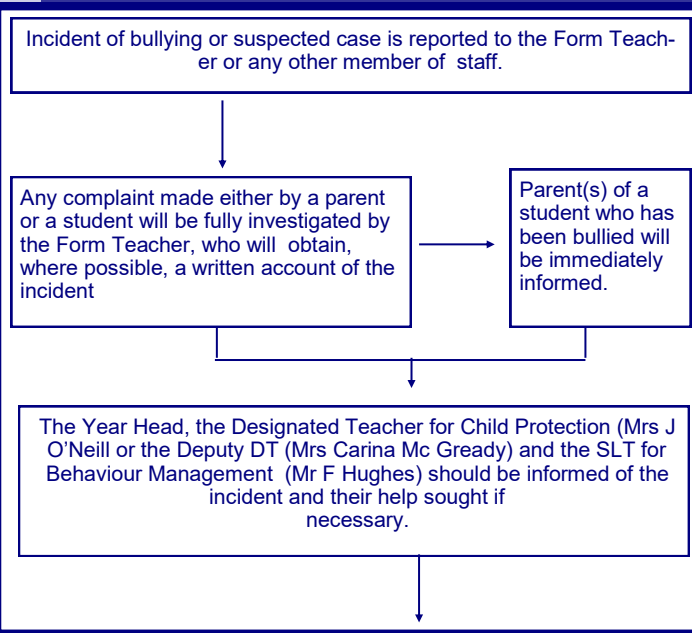


It remains therefore our ultimate aim to create a safe bully-free environment for all, where students respect each other and are tolerant of each other's individual differences.

St Michael's recognises that bullying includes many forms of behaviour which are offensive and hurtful to others, including the following (examples are not exhaustive).

- Physical:** e.g. a pupil may be hit, punched, kicked or spat at, etc.
- Verbal/Non-Verbal:** e.g. name calling, teasing, taunting, offensive or threatening gestures, intimidation, or attitudes, language and behaviour that would be deemed homophobic in nature.
- Exclusion:** Deliberately ignoring or not involving others..Leaving a pupil out of a group activity/discussion.
- Damage:** To a pupil's property e.g. books, school bag, uniform. Theft.
- Cyber:** e.g. misuse of mobile/internet technology. Offensive text messages etc

D) PROCEDURE



A written record of interviews and plans for resolution will be kept by the Form Teacher/ teacher involved.

Team action will be initiated to protect and support the victim. This may involve informing other staff where it is deemed appropriate, and arranging counselling if necessary.

A plan of action will be devised for the student/individual who has bullied.

An appropriate or range of solution focused interventions will be implemented.

A follow up interview with all involved pupils 1-2 weeks after the incident or as deemed appropriate.

Outside agencies may be approached for assistance eg. EA Western Region Behaviour Support Team/Counselling Service/DHSS/Child Protection Officer EA Western Region

E) SANCTIONS

The sanctions taken against a pupil who bullies will depend upon the seriousness of the case but will initially involve the immediate loss of any privileges/position of responsibility which he holds in the school.

It is hoped that the student who has bullied will take responsibility for his bullying behaviour, come to understand the devastating effect that this can have on the victim and take responsibility for solving the problem via a 'Solution Focused Approach'

SANCTIONS MAY INCLUDE

- Structured detention (i) during lunch break (ii) after school
- Parental interview
- Possible suspension
- Possible expulsion