# CURRENTLY UNDER REVIEW NOVEMBER 2024

Anti-Bullying Policy

**Section 1 – Introduction and 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'.

The College community repudiates bullying behaviour of any kind, to any member of the school community, by any member of the school community. We believe that all pupils have the right to learn in a safe and supported environment.

**Section 2 – Context**

The College's Anti-Bullying Policy has been developed within the legislative and policy/guidance framework which includes:

**The Legislative Context**

- The Addressing Bullying in Schools Act (NI) 2016;
- The Education and Libraries Order (NI) 2003 (A17-19);
- The Education (School Development Plans) Regulations (NI) 2010;
- The Children (NI) Order 1995;
- The Human Rights Act 1998;
- The Health and Safety at Work Order (NI) 1978;

**The Policy and Guidance Context**

- The Addressing Bullying in Schools Act (NI) 2016 Statutory Guidance for Schools and Boards of Governors (DE, 2019);
- Pastoral Care in Schools – Promoting Positive Behaviour (DE, 2001);
- Safeguarding and Child Protection in Schools – A Guide for Schools (DE, 2017);
- Co-Operating to Safeguard Children and Young People in Northern Ireland (Department of Health, Social Services and Public Safety, 2016);
- Safeguarding Board for Northern Ireland Policies and Procedures (SBNI, 2017);

**The International Context**

United Nations Convention on the Rights of the Child (UNCRC)

- The key points to note are:
- The Addressing Bullying in Schools Act (Northern Ireland) 2016:
    - Provides a legal definition of bullying.
    - Places a duty on the Board of Governors to put in place measures to prevent bullying behaviour, in consultation with pupils and parents.
    - Requires schools to record all incidents of bullying behaviour and alleged bullying incidents.
    - Sets out under which circumstances this policy should be applied, namely:

        - In school, during the school day
        - While travelling to and from school
        - When under control of school staff, but away from school (eg. school trip)
        - When receiving education organised by school but happening elsewhere (eg. in another school in the ALC)
    - Requires that the policy be updated at least every four years.
- The Education and Libraries Order (NI) 2003, requires the Board of Governors to:
    - 'Safeguard and promote the welfare of registered pupils' (A.17)
- The United Nations Convention on the Rights of the Child (UNCRC) sets out every child's right to:
    - Be protected from all forms of physical or mental violence, injury or abuse, maltreatment or exploitation. (A.19)
    - Be protected from discrimination. (A.2)
    - Express their views, in a supported and accessible way, on issues that affect them, and to have their opinions taken seriously. (A.12)
    - Education. (A.28)

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**Section 3 – Ethos & Principles**

As an integrated school acceptance, tolerance and celebrating diversity is at the core of our beliefs- bullying of any form is contrary to these beliefs. At Drumragh Integrated we are committed to a society where children and young people can live free and safe from bullying. We believe in a society where bullying is unacceptable and where every child and young person is safe and feels safes from bullying. We are committed to a preventative, responsive and restorative anti-bullying ethos across the whole school. We value the views and contributions of children and young people, will actively seek these views, and will respect and take them into account. We also understand that everyone in our school community has a role to play in taking a stand against bullying and creating a safe and welcoming environment for all. If bullying does occur, we are committed to dealing with it promptly and effectively.

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**Section 4 – Consultation and Participation**

This section should include information on how the policy has been developed in consultation with registered pupils and their parents/carers, in compliance with the Addressing Bullying in Schools Act (NI) 2016.

- Pupil Survey
- Parent Survey and Consultation
- Staff consultation
- Governors consultation.

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**Section 5 – What is Bullying?**

The Addressing Bullying in Schools Act (NI) 2016 provides schools with a legal definition which must be used.

**Addressing Bullying in Schools Definition of "bullying":**

**1.—(1) In this Act "bullying" includes (but is not limited to) the repeated use**

**of—**

**(a) any verbal, written or electronic communication,**

**(b) any other act, or**

**(c) any combination of those, by a pupil or a group of pupils against another pupil or group of pupils, with the intention of causing physical or emotional harm to that pupil or group of pupils.**

**(2) For the purposes of subsection (1), "act" includes omission.**

The Northern Ireland Anti-Bullying Forum define bullying as – usually **repeated**[1] **behaviour** that **intentionally hurts, harms or adversely affects the rights and needs of another and others.**

It should be noted that any behaviours regarded as socially unacceptable will be dealt with in line with our **Positive Behaviour Policy**.

However, there are instances of one-off incidents [2]that the school will consider as bullying. When assessing a one-off incident, to make a decision on whether to classify it as bullying, the school shall consider the following criteria:

- The severity and significance of the incident;
- Evidence of pre-meditation;
- Impact of the incident on individuals (physical/emotional);
- Impact of the incidents on wider school community;
- Previous relationships between those involved;
- Any previous incidents involving the individuals

The following unacceptable behaviours, when repeated, targeted and intentionally hurtful, may be considered a bullying behaviour:

- Verbal or written acts
    - saying mean and hurtful things to, or about, others/making fun of others/calling another pupil mean and hurtful names/telling lies or spread false rumours about others/ try to make other pupils dislike another pupil/s
- Physical acts
    - Hitting, kicking, pushing, shoving, material harm, such as taking/stealing money or possessions or causing damage to possessions.
- Omission (Exclusion)
    - Leaving someone out of a game
    - Refusing to include someone in group work
- Electronic Acts
    - Using online platforms or other electronic communication to carry out many of the written acts noted above
    - Impersonating someone online to cause hurt
    - Sharing images (eg. photographs or videos) online to embarrass someone

Where such lists are included in the policy it should be stressed that the list is not exhaustive and that other behaviours which fit with the definition may be considered bullying behaviour.

At Drumragh Integrated, we acknowledge the various motivations behind bullying, including those named

[1] Repetition is when the bullying behaviour occurs to the same targeted person on more than one occasion over a period of time.

[2] A one-off significant incident may be treated as bullying by the school when it is judged that significant emotional and physical harm was caused with premeditation.

in the Act. These include, but are not limited to: age, appearance, breakdown in peer relationships, community background, political affiliation, gender identity, sexual orientation, pregnancy, marital status, race, religion, disability / SEN, ability, Looked After Child status, and Young Carer status

We recognise that bullying is an emotive issue, and it is therefore essential that we ensure we use supportive, understanding language when discussion these matters. For that reason, we will not refer to a child as 'a bully', nor will we refer to a child as 'a victim'. Instead, we will refer to the child by describing the situation surrounding that child, for example:

- A child displaying bullying behaviours;
- A child experiencing bullying behaviours.

Within this section schools will also need to include the definitions of emotional and physical harm which are set out in the DE Guidance.

***In determining 'harm' we define:***

- ***Emotional or psychological harm as intentionally causing distress or anxiety by scaring, humiliating or affecting adversely a pupil's self-esteem.***
- ***Physical harm as intentionally hurting a pupil by causing injuries such as bruises, broken bones, burns or cuts.***

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**Section 6 – Preventative Measurers**

At the College we seek to raise the awareness of and prevent bullying type behaviours by a registered pupil during the school day, while travelling to and from school during the term, while under the supervision of a member of staff of the school or while the pupil is receiving educational provision on behalf of the school. Preventative measures cover a range of class and whole-school activities, such as:

- consistent implementation of our Positive Behaviour Policy
- By educating pupils about the boundaries of appropriate behaviour towards others and addressing bullying and related issues through Form Time, Assemblies, Personal Development programmes and other parts of the curriculum.
- demonstrate by example the high standards of personal and social behaviour we expect from our pupils.
- address bullying through the school council discussions and listening to views on how to best deal with these behaviours
- introduction and promotion of the Anti-bullying charter and Ambassadors.
- monitoring and reviewing supervision arrangements in areas such as the Link, canteen, playgrounds, corridors and toilets.
- be alert to signs of distress and other indications of bullying both inside and outside the classroom.
- Active whole school participation in NIABF's Anti-bullying Week activities
- Provision of a supervised quiet environment at break and lunch time accessible to pupils
- listen to children who have experienced bullying type behaviours and take what they say seriously as well as acting to support and protect them.
- Encourage all staff to report suspected cases of bullying to the Head of Year, who can then liaise with the Head of Pastoral Care.
- Train staff in the recognition and reporting of bullying type behaviours through staff development and INSET programmes
- Ensuring pupils and parents have an understanding of how to report incidents of bullying type behaviours

- Allocating prefects to act as mentors for junior school classes, ensuring they know how and when to report any concerns they may have or are passed to them by a pupil.
- Provision and promotion of extra- and co-curricular activities, aimed at supporting the development of effective peer support relationships and networks. For example sporting activity, creative arts, leisure and games, etc.

We further seek to prevent bullying behaviour on the way to and from school through:

- Development of a culture where pupils take pride in their school and are viewed as ambassadors for their school within the community, including regular reminders of the positive behaviour expectations of pupils whilst travelling to and from school.
- Regular engagement with transport providers (e.g. Translink, EA Transport, etc.) to ensure effective communication and the early identification of any concerns.
- Appropriate deployment of staff to support the transition from school day to journey home (e.g. staff duty at school gate/bus collection area, where appropriate.

The College will also take steps to prevent bullying through the use of electronic communication amongst pupils throughout the school day during term, where that behaviour is likely to have a detrimental effect on the pupil's education at school. This includes:

a) Addressing key themes of online behaviour and risk through PD/LLW, including understanding how to respond to harm and the consequences of inappropriate use.
b) Participation in Anti-Bullying Week activities.
c) Engagement with key statutory and voluntary sector agencies (e.g. C2k, PSNI, Public Health Agency, Safeguarding Board for NI e-Safety Forum) to support the promotion of key messages.
d) Participation in annual Safer Internet Day and promotion of key messages throughout the year.
e) Development and implementation of robust and appropriate policies in related areas (e.g. Acceptable Use of the Internet Policy and Mobile Phone Policy).

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**Section 7 – Responsibility**

At Drumragh we believe that **everyone** has responsibility for creating a safe and supportive learning environment for all members of the school communities. Everyone in the College community, including pupils, parents/carers and staff are expected to respect the rights of others to be safe.

Everyone has the responsibility to work together to:

- Foster positive self-esteem;
- Behave towards others in a mutually respectful way;
- Model high standards of personal pro-social behaviour
- Be alert to signs of distress and other possible indications of bullying behaviour;
- Inform the school of any concerns relating to bullying behaviour;
- Refrain from becoming involved in any kind of bullying behaviour, even at the risk of incurring temporary unpopularity;
- Refrain from retaliating to any form of bullying behaviour;
- Intervene to support any person who is being bullied, unless it is unsafe to do so;
- Report any concerns or instances of bullying behaviour – witnessed or suspected – to a member of

staff;

- Emphasise the importance of seeking help from a trusted adult about bullying behaviour when it happens or is observed;
- Explain the implications of allowing the bullying behaviour to continue unchecked, for themselves and/or others;
- Listen sensitively to anyone who has been bullied, take what is said seriously, and provide reassurance that appropriate action will be taken;
- Know how to seek support, both internal and external;
- Resolve difficulties in restorative ways to prevent recurring bullying behaviour and meet the needs of all parties.

**The Responsibilities of staff**

Our staff will:

- Encourage pupils to recognise the importance of reporting bullying to a member of staff if it occurs.
- Follow up any complaint by a parent or pupil about bullying and report back fully on the action that has been taken.
- Deal with observed cases of bullying promptly and effectively in accordance with agreed procedures.

**The Responsibilities of Pupils:**

We expect our pupils:

- to understand that all pupils at Drumragh have a right to be protected and to behave in a caring manner towards other members of the school community.
- to refrain from becoming involved in any kind of bullying type behaviours.
- to report to a member of staff any witnessed or suspected instances of bullying type behaviours.
- to refrain from 'doing nothing' recognising that to do so may mean that pupils experiencing bullying type behaviours continue to suffer.
- to help foster inclusive friendships so that other pupils do not feel isolated or excluded.
- to know that all members of staff will take reports of bullying behaviour seriously.

**The Responsibilities of Parents/Carers**

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 type behaviours to any member of staff, who will then inform the relevant Head of Year.
- advising their children not to retaliate violently to any form of bullying type behaviours.
- being sympathetic and supportive towards their children and reassuring them that appropriate action will be taken.
- informing the school of any suspected bullying type behaviours, even if their children are not involved.
- co-operating with the school if their child is accused of bullying type behaviours, try to ascertain the truth, and point out the implications of bullying type behaviours both for the children who are bullied and for the bullies themselves.
- carefully monitoring their children's use of the internet and mobile phone.

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**Section 8 – Reporting a Bullying Concern**

a) Pupils Reporting a Concern

Pupils are encouraged to raise concerns with any member of staff, including teaching and non-teaching

staff. Pupils can raise concerns by talking to a member of staff or writing a note (e.g. in their homework diary)

Any pupil can raise a concern about bullying behaviour, not just the pupil who is experiencing this behaviour. All pupils are encouraged to get help if they have a concern about bullying that they experience or is experienced by another.

b) Parents/Carers Reporting a Concern

We ask parents/carers to encourage their children to react appropriately to bullying behaviour and to not do anything to retaliate. The process for parents/carers to report bullying concerns is outlined below:

- Bullying concerns should be reported to the Form Teacher/ HOY to then be discussed with the Head of Year/ Head of Pastoral.
- Where the parent is not satisfied that appropriate action has been taken to prevent further incidents, or where further incidents have taken place, the concern should be reported to Head of School or Senior Teacher (Pastoral), as applicable.
- Where the parent is not satisfied that appropriate action has been taken by the Head of Year/HEad of Pastoral to prevent further incidents, or where further incidents have taken place, the concern should be reported to Principal.

It should be noted that all reports of bullying concerns received from pupils and/or parents/carers will be responded to in line with this policy, and feedback will be made to the person who made the report. However, it must be further noted that no information about action taken in relation to a pupil can be disclosed to anyone other than the pupil and his/her parents/carers.

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**Section 9 – Responding to a Bullying Concern**

**Procedures for dealing with reported incidents**

- Any reports of bullying type behaviours, in the first instance, will be reported to the Head of Year, or, in their absence The Head of Pastoral Care. This can come from Form Tutor to Head of Year.
- Head of Year will investigate bullying concerns.
- The report of bullying will be investigated promptly and recorded electronically. Written statements may be taken. Following investigations the school will decide whether the reported incident is bullying or anti-social behaviour.
- A record will be kept of all significant aspects of the incident and the incident will be logged.
- Parents/guardians of both the pupil experiencing bullying behaviour and the pupil displaying bullying behaviours will be contacted.
- Select and implement appropriate interventions for all pupils involved, including appropriate interventions, consequences and sanctions not listed in the Effective Responses to Bullying Behaviour resource.
- Review outcome of interventions by appropriate staff.
- Select and implement further intentions as necessary.
- Continued support will be given, where necessary, and a member of the Form Staff will follow up at a later date to ensure the matter has not re-occurred.
- Appropriate disciplinary action will be taken in line with the school's Positive Behaviour Policy. The range of sanctions includes verbal discussions and agreed restorative practices, withdrawal of privileges, after school detention, SLT detention, Principal's Detention, suspension or expulsion for severe or persistent unacceptable behaviours.

It is recognised that the person who has experienced bullying behaviour may be negatively affected

emotionally. Therefore, this will be given practical help, advice and support to restore his/her self-esteem and confidence, to build resilience and to feel secure in the school community. This may be in the form of support from th Form Teacher, Head of Year, a Mentor, a School Counsellor or an outside Agency.

Education and awareness raising are effective ways of challenging bullying and encouraging individual pupils to take responsibility for their own actions. This may include involving the pupil displaying bullying behaviour in mentoring, counselling, community service or referral to an outside agency.

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**Section 10 – Recording**

Drumragh Integrated will centrally record all relevant information related to reports of bullying concerns, including:

- How the bullying behaviour was displayed (the method);
- The motivation for the behaviour;
- How each incident was addressed by the school;
- The outcome of the interventions employed.

Records will be kept on the online SIMS Behaviour Management Module, which is part of the C2k system in schools. Access to these records is restricted and only provided to those members of school staff with a legitimate need to have access.

All records will be maintained in line with relevant data protection legislation and guidance and will be disposed of in line with the school's Retention and Disposal of Documents Policy. Collated information regarding incidents of bullying and alleged bullying behaviour will be used to inform the future development of anti-bullying policy and practice within the school.

**Section 11 -Professional Development of Staff**

The College recognises the need for appropriate and adequate training for staff, including teaching and non-teaching staff. The school is committed to ensuring that staff are provided with appropriate opportunities for professional development as part of the school's ongoing CPD/PRSD provisions. CPD records are kept and updated regularly.

**Section 12- Monitoring and Review of Policy**

To monitor the effectiveness of the Anti-Bullying Policy, the Board of Governors will:

- Maintain a standing item on the agenda of each meeting of the Board where a report on recorded incidents of bullying will be noted;
- Identify trends and priorities for action;
- Assess the effectiveness of strategies aimed at preventing bullying behaviour;
- Assess the effectiveness of strategies aimed at responding to bullying behaviour.

The College's Anti-Bullying Policy will be reviewed at an interval of no more than four years from September 2021. However, the policy will also be reviewed following any incidents which highlight the need for such a review, and through examination of the strategies in place in School both to prevent bullying occurring and to intervene in instances of bullying behaviour. It will also be reviewed when directed to by the Department of Education and in light of new guidance.

**Section 13- Links to Other Policies**

In the development and implementation of this Anti-Bullying Policy, the Board of Governors has been mindful of related policies, including:

- Positive Behaviour Policy;
- Pastoral Care Policy;
- Safeguarding and Child Protection Policy;
- Special Educational Needs Policy;
- Health and Safety Policy;
- Relationships and Sexuality Education;
- E-Safety Policy & Acceptable Use of Internet Policy;
- Mobile Phone Policy;
- Educational Visits;
- Staff Code of Conduct.

Date September 2021

Principal's Signature:

Board of Governor's Signature:

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**Appendix**

**Support Services**

Pupils and parents can contact the following organisations for information and support:

- **Northern Ireland Anti-Bullying Forum** (http://www.niabf.org.uk) **giving access to information for pupils, parents and teachers regarding the causes, symptoms and how to stop bullying.**
  c/o NIABF
  The NICVA Building
  63 Duncairn Gardens
  Belfast
  BT15 2GB
  Tel: 028 9087 5006

- **Childline**
  NSPCC
  Weston House
  42 Curtain Road
  LONDON
  EC2A3NH.
  Freephone: 0800 1111
  www.childline.org.uk
  A 24-hour helpline for children and young people who wish to discuss their problems. They also welcome calls from young people who are engaged in bullying type behaviour.

- **Kidscape**
  2 Grosvenor Gardens
  LONDON
  SW1 WoDH
  Tel: 020 7730 3300
  www.kidscape.org.uk
  They provide free leaflets and booklets for parents, children and teenagers about bullying.

- **Familyworks/Schools' Counselling**
  3 Glenford Way
  Newtownards
  County Down
  BT234BX.
  Tel: 028 9182 1721.

- **National Child Protection Helpline**
  Freephone: 0800 800 500
  A 24-hour helpline for anyone concerned about a child at risk of abuse (including bullying). Children may also use this helpline.

- **National Society for the Prevention of Cruelty to Children (NSPCC)**
  Helpline: 0808 800 5000
  www.nspcc.org.uk

- **Parents' Advice Centre,**
  Franklin House
  12 Brunswick Street

BELFAST
BT2 7GE
Telephone: 028 90 238800 (24-hour helpline)
This is a service for parents and young people in Northern Ireland. It offers listening support, in addition to guidance and counselling relating to any family problem.

- **Contact NI**
  Lifeline
  0808 808 8000
  www.contact.org
  This organisation offers a counselling service to young people and a telephone counselling service.

**Cyber bullying**

**Thinkuknow** (www.thinkuknow.co.uk**)** provides practical information and advice about many aspects of the internet

**Chat Danger** (www.chatdanger.com/) is a website about the potential dangers of interactive online services like chat, instant messaging, email and mobiles.

**Kidsmart** (www.kidsmart.org.uk/) is a website, dealing with Internet safety programmes for schools, young people and parents.

The **Centre for Exploitation and Online Protection** (www.ceop.gov.uk/) also provides a facility for reporting abuse on the Internet. If online content is potentially illegal, then it should be reported to the Internet Watch Foundation (www.iwf.org.uk/)

The **urzone website**, (www.urzone.com/)is sponsored by the Police Service of Northern Ireland (PSNI) and provides advice and help on a range of issues affecting young people.

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