

PROCEDURE FOR CLASS TEACHERS DEALING WITH A BULLYING INCIDENT

Where bullying is reported or suspected, the teacher should use the “**No Blame**” Approach.

Step 1 INTERVIEW THE VICTIM

- Note the incident and talk to the victim about his/her feelings.
- Do not ask questions about the incident, but do ascertain who was involved, including non- participant spectators.
- Ask the victim to write (a story or poem) or draw (a picture) about the effects of the bullying, how it makes him/her feel.

Step 2 CONVENE A MEETING WITH THE PEOPLE INVOLVED

- Arrange to meet with the group of pupils who have been involved (6 to 8 only).
- Include some bystanders or colluders who joined in but did not initiate any bullying.
- Include one or two friends, of the bullied child, who were not involved.

Step 3 EXPLAIN THE PROBLEM

- Tell the children how the victim is feeling and use the poem, piece of writing or drawing to emphasize the victim’s distress if appropriate.
- DO NOT discuss the details of specific incidents.
- DO NOT allocate blame to an individual or the group.

Step 4 SHARE THE RESPONSIBILITY

- Do not attribute blame but say that you are aware that the group can do something about it.
- Ask for their help.

Step 5 ASK THE GROUP FOR THEIR IDEAS

- Ask each member of the group in turn to suggest a way in which the victim could be helped to feel happier.
- Give positive responses (“That’s a very good idea.” “That will help.”).
- DO NOT extract a promise of improved behaviour.

Step 6 LEAVE IT TO THEM

- End the meeting by passing over the responsibility to the group to solve the problem.
- Arrange to meet with them again, individually, a week later to see how things are going.

Step 7 MEET WITH THEM AGAIN

- A week later, discuss with each child, including the victim, how things have been going.
- Continue to monitor the situation with weekly meetings and keep the children involved in the process.
- Allow longer intervals between the meetings when confident that the situation has improved and is not likely to deteriorate.

Step 8 FOLLOW UP PROCEDURES

If the situation does not improve, report the process to the Anti-Bullying Co-ordinator/DSL Team who will decide with the Headteacher what further action should be taken.

The Marist says...



THINK!

Are you being bullied?

Was it just a rude comment or an
accident?

THAT'S NOT BULLYING

Was it you and your friend(s) falling out?

THAT'S NOT BULLYING

Is this happening multiple times, on
purpose and involving others?

THAT IS BULLYING

TELL AN ADULT

**Bullying is too important to
ignore!**

**If you are concerned about bullying, you can speak to
Mrs Punter who is the school Anti-Bullying leader.**

Child Friendly Anti Bullying Policy

What is bullying?

Bullying is when someone is hurtful towards you, on purpose, lots of times.

Bullying is different to **friendship issues**. Friendship issues may be when you have had a falling out with your friends, and you feel upset or hurt. Sometimes, when you have friendship issues, you can sort these out yourself, but sometimes you might want help from an adult to help you sort out any problems. This is different to bullying because **bullying is when someone is hurtful towards you, on purpose, multiple times.**

Bullying can include:

- Name calling
- Making up stories about other people
- Whispering about others
- Being mean using a computer or phone (cyber bullying)
- Teasing
- Ignoring people or leaving them out
- Saying hurtful things
- Laughing at a hurt or upset person
- Frightening people
- Stealing
- Forcing other children to join in bad behavior
- Hurting people; including teasing; kicking, pinching, punching.
- Making someone give their money when they don't want to
- Making fun of being different
- Being mean because of someone's colour or race, or being mean because they are a girl or boy
- Making threats, saying you will hurt or do something mean
- Dares – making someone do something they do not want to
- Not letting someone get help
- Other behavior that makes someone feel unhappy

If you are being bullied, you may feel unhappy, sad, and you may get headaches or feel sick. You may not want to come to school, and your work may not be as good as normal.

What can you do if you are being bullied?

- Try to stay calm and look as confident as you can
- Be firm and clear and look the bully in the eye and tell them to stop
- Get away from the situation as quickly as you can
- Tell an adult at school straight away – a teacher or teaching assistant, or someone who is outside at lunchtime

- Tell your parents
- Keep telling the adult when it happens again

What will happen?

- A staff member will talk to you and find out what has happened
- A staff member will talk to the pupil who is bullying you
- The teacher will tell your parents

Teachers and adults promise that they will:

- Not ignore bullying
- Listen to all sides of a story and be fair
- Keep a note of any problems that happen
- Check that the bullying has stopped fully

Your parents

Your parents are important in helping with bullying at school. We will ask your parents to let us know if they think you are being bullied and to talk to you lots about how things are going at school. Remember telling an adult is the right thing to do.

The Marist says...

STOP!



Bullying is too important to
ignore!