



St. Malachy's College

# Anti-Bullying Policy (2021)

# Anti-Bullying Policy

## Section 1 Introduction and Statement

At St Malachy's College we believe all forms of bullying behaviour are unacceptable. We believe that all pupils have the right to learn in a safe and supported environment.

## Section 2 Context

This policy is informed and guided by current legislation and DE Guidance listed in Appendix 1

The key legislation places duties on Boards of Governors as outlined below and expanded in Section 7 of this policy- Responsibilities.

### **The Addressing Bullying In Schools Act (Northern Ireland) 2016 outlines the two main duties as:**

- Duty of Board of Governors to secure measures to prevent bullying
- Duty to keep a record of incidents of all incidents of bullying or alleged bullying involving a registered pupil at the school

**The WELFARE AND PROTECTION OF PUPILS EDUCATION AND LIBRARIES (NORTHERN IRELAND) ORDER 2003** - DE Circular Number 2003/13 - which amends Article 3 of 1998 N.I. Order as follows: Article 17 DUTY TO SAFEGUARD AND PROMOTE THE WELFARE OF PUPILS states that:

The Board of Governors is required to:

- "safeguard and promote the welfare of all

registered pupils whether they are on the school premises or elsewhere while in the lawful control or charge of a member of staff of the school" (Article 17: 2)

- consult with registered pupils on the general principles which will be reflected in the school's discipline policy (Article 19: 13 & 14)

It also places duties on the Principal with regard to the following:

- when deciding on measures which will be used to encourage good behaviour in the school must specifically include measures to prevent bullying among pupils (Article 19:14)
- before deciding on measures to encourage good behaviour must consult with pupils registered at the school and their parents" (Article 19:14)
- "All schools will need to be satisfied that their current discipline policy deals with the PREVENTION OF BULLYING among pupils in a sufficiently clear and robust way to satisfy the new legal requirement "(Article 19:15)

The roles and responsibilities of the BoG, the Principal and other key staff that arise from this contextual legislation are outlined in Section 7.

## Anti-Bullying Policy

### Section 3 Ethos and Principles

The Anti-Bullying policy of St Malachy's College promotes an environment in which students, staff and parents are committed to the idea of excellence within a caring, supportive community. The ETI Inspection Report noted that **"the quality of pastoral care is outstanding"** and this was affirmed in the Sustaining Improvement Inspections in December 2016 and December 2020.

The Anti- Bullying policy seeks to uphold the ethos of St Malachy's College as encapsulated in its Mission Statement and Motto:

'St Malachy's College, as a Catholic School, is dedicated to provide academic excellence in the context of a Christian community ethos. It seeks to preserve its traditions of spirituality and learning, so that all pupils and staff can experience continuity in achievement and

further their own spiritual, educational and personal growth in a pleasant, interesting and stimulating environment'

The College Motto "Gloria Ab Intus", Glory from Within, illustrates that the fundamental ethos of pastoral care within the College is that of formative and holistic education "Gloria Ab Intus", reminds us all of the importance of 'Glory from within' and we, through our work in pastoral care and promoting an anti- bullying environment, endeavour to honour Bishop Crolly and the founders of the College. St Malachy's, as a Catholic school seeks through its pastoral care, to recognise and respect the uniqueness of all individuals, to enable them to reach their full potential and to help create the world as God intends it to be

### Section 4 Consultation and Participation

The College Anti-Bullying Policy has been developed in consultation with registered pupils and their parents/ carers in compliance with the Addressing Bullying in School Act (NI) 2016. Staff have also been consulted.

These consultations have been carried out through

- Consultative workshops with students
- Work of the Student Council
- Work with Senior Prefects including Anti- Bullying and Resilience Mentors

- Parent Information Sessions (carried out remotely via ZOOM)
- Parent feedback
- Parent Focus Group
- Staff Policy Review Group
- Staff Pastoral Committee

# Anti-Bullying Policy

## Section 5 What is Bullying?

### Definition of Bullying

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*The Addressing Bullying in Schools Act (Northern Ireland) 2016 states that,*

1. "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 (NIABF) defines bullying as "the repeated use of power by one or more persons intentionally to hurt, harm or adversely affect the rights and needs of another or others."*

Bullying is a form of unacceptable behaviour, but not all unacceptable behaviour can be considered bullying.

When assessing a one-off incident, to make a decision on whether to classify it as bullying, the College shall consider the following criteria:

- 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

Any incidents which are not considered bullying

behaviour will be addressed under the Positive Behaviour Policy. All unacceptable behaviour must be challenged, whether it is bullying or not. In line with relevant IEPs, appropriate judgement will be applied with regard to a pupil's capacity to understand the impact of their behaviour on others.

There are many different ways that bullying behaviour can be displayed. The following unacceptable behaviours, when repeated, targeted and intentionally hurtful, may be considered a bullying behaviour:

#### Verbal or written acts

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- 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

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- Hitting
- kicking
- pushing
- shoving
- material harm, such as taking/stealing money or possessions or causing damage to possessions

#### Omission (Exclusion)

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- Leaving someone out of a game
- Refusing to include someone in group work

#### Electronic Acts

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- Using online platforms or other electronic communication to carry out many of the written acts noted above

*(Continued overleaf)*

# Anti-Bullying Policy

## Section 5 What is Bullying?

(Continued)

### Electronic Acts

- Impersonating someone online to cause hurt
- Sharing images (eg. photographs or videos) online to embarrass someone

**This list is not exhaustive and that other behaviours which fit with the definition may be considered bullying behaviour.**

### Motivations behind bullying include, but are not limited to:

- Age
- Appearance
- Breakdown in peer relationships
- Community background
- Political affiliation
- Gender identity
- Sexual orientation
- Marital status
- Race
- Religion
- Disability / SEN
- Ability
- Looked After Child status
- Young Carer status

Bullying is an emotive issue, therefore it is essential that we ensure we use supportive, understanding language when discussing 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

We encourage all members of the College community to use this language when discussing bullying incidents.

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.

The College will keep a central (e.g. digital) record of ALL bullying or alleged bullying incidents that occur while:

- on the premises of the school during the school day
- travelling to or from the school during the school term;\*
- the pupil is in the lawful control or charge of a member of the staff of the school;\*\* or
- the pupil is receiving educational provision arranged on behalf of the school and provided elsewhere than on the premises of the school.

*\*Travelling to or from the College during term time involves daily travel directly to school at the start of the day and directly from school to home at the end of the school day when: on foot or on the bus/train;*

*\*\*in addition to the school day, being under the lawful control of a member of the school staff entails - whilst on a school trip, a school visit; playing on a school team, attending another school and under local Area Learning Community arrangements*

## Anti-Bullying Policy

### Section 6 Preventative Curriculum

The College provides a structured and relevant preventative curriculum which includes raising awareness of bullying. This includes understanding of the positive behaviour expectations, as set out in the Positive Behaviour Policy. It is made clear to students that all instances of bullying are unacceptable and will be treated seriously. The issue of bullying is addressed through the Tutorial Programmes, Assemblies and relevant subject Schemes of Work. Anti-bullying messages are also actively promoted through Anti-Bullying Week, Safer Internet Week and visits from outside speakers. Year 14 pupils make up the Anti-Bullying Team and the Resilience Team. They have a high profile with the pupils and posters identifying the team and how to speak to them are displayed prominently within the College. The team leads workshops during anti-bullying week and are available at specified times for peer support.

#### The Preventative Curriculum also includes:

- Involvement in meaningful and supportive shared education projects, supporting pupils to explore, understand and respond to difference and diversity
- The School Council supports the delivery and promotion of key anti-bullying messaging within the school
- Training for supervisors to who assist with the management of unstructured times such as break and lunch
- Opportunities for social groups in quieter areas for those students who may become overwhelmed in busy areas
- Access to a "Quiet Room"
- Provision and promotion of extra- and co-curricular activities, aimed at supporting the development of effective peer support relationships and networks

#### In order to prevent bullying behaviour on the way to and from school, the following preventative measures are also implemented:

- Development of a culture where pupils take pride in the College and are viewed as ambassadors for the College within the community. This includes regular reminders of the positive behaviour expectations of pupils whilst travelling to and from school
- Where possible, the use of Bus Prefects to support the development of an anti-bullying culture
- Regular engagement with transport providers (eg. Translink) to ensure effective communication and the early identification of any concerns. A member of SLT has designated responsibility for this
- Appropriate deployment of staff to support the transition from school day to journey home

# Anti-Bullying Policy

## Section 6 Responsibilities

### *The Board of Governors*

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The Board of Governors has a statutory duty, under Article 176(1) of the Children (NI) Order 1995, to safeguard and promote the welfare of registered pupils at the College at all times when:

- on the premises of the College
- in the lawful control or charge of a member of the staff of the College

The Board of Governors has a statutory duty to:

- safeguard and promote the welfare of registered pupils at the College at all times when the pupils are on school premises or in the lawful control or charge of a member College staff
- decide on the measures to be taken by all persons associated with the College to protect pupils from abuse, whether at school or elsewhere, and review them from time to time
- to have measures in place within their discipline policies to prevent bullying

Thus, the Board of Governors has a responsibility to be actively involved in encouraging and supporting the College as they endeavour to:

- recognise bullying
- develop an anti-bullying culture consistent with their positive ethos, pastoral care policy and whole-school policy on good behaviour
- develop a specific whole school approach to tackling bullying which is owned by all staff, pupils and parents

**(‘Every School a Good School’ The Governors’ Role)**

The Addressing Bullying In Schools Act (Northern Ireland) 2016 outlines the;

- Duty of Board of Governors to secure measures to prevent bullying
- Duty to keep a record of incidents of all incidents of bullying or alleged bullying involving a registered pupil at the school

### *The Principal*

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The Principal has a responsibility to ensure that structures are in place within the College to enable all members of the College community to:

- recognise bullying
- develop an anti-bullying culture consistent with the College ethos, pastoral care policy and whole-school policy on behaviour management
- develop a specific whole school approach to tackling bullying which is owned by all staff, pupils and parents

### *The Vice Principal for Pastoral Care*

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The Vice Principal for Pastoral Care has responsibility for overseeing the anti-bullying procedures within the College, including the day to day implementation of the policy and has responsibility for ensuring that all staff members are familiar with the College policy

### *Staff*

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All staff have a shared responsibility for the development of an anti-bullying culture consistent with the College ethos, pastoral care policy and whole-school policy on behaviour management. It is the duty of all staff to report any concern regarding bullying. Form Tutors, Heads of Year and Heads of School have specific responsibilities as laid out under structures in the Positive Behaviour Policy and Pastoral Care Policy

## Anti-Bullying Policy

### Section 7 Responsibilities

#### Students

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Students have a responsibility to respect the rights of every other individual in the College. Students must treat all others with respect and must not engage in bullying behaviour. They should report bullying of which they are aware to a member of staff. There is a dedicated team of Anti-Bullying Prefects who are trained by an external agency and a Resilience Team who have completed accredited courses; OCN Mental Health Awareness Level 2 and OCN Peer Mentoring Skills in Practice Level 2. These students are available for peer support at designated times.

#### Counselling Services

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The College has access to counselling through Familyworks, funded by DENI and a counsellor is available one day a week. Through the Vice Principal, students are referred to other agencies for counselling as appropriate and family counselling support services can be availed of through a referral to the Family Hub.

#### The Safeguarding Team

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The College has a designated Child Protection team. The Vice Principal is the Designated Teacher and the three Heads of School are the Deputy Designated Teachers, along with a Head of Year for Key Stage 4, the Drugs Prevention Officer and the Specialist SEN teacher for Key Stage 3. The Safeguarding Team will deal with any issues that arise from reported incidents of bullying.

#### External Agencies

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The College maintains strong links with agencies to provide a relevant preventative curriculum.

#### Parents

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The College works in partnership with parents and carers to support our students pastorally and academically. Parents have the right to expect that the College is a secure and supportive environment for their children. They have a responsibility to ensure that their children respect all others in the College. Parents should take responsibility for monitoring their child's use of the Internet and mobile devices. Parents should report any alleged bullying of which they are aware to the relevant Head of Year.

### Section 8 Reporting a Bullying Concern

#### Pupils Reporting a Concern

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All pupils have a summary of the Anti-Bullying Policy (Appendix 2) (designed by the pupils) in their Homework Diaries and a "Need to Talk" poster (Appendix 3) displaying the Safeguarding Team. Although within the Pastoral Policy, key staff with responsibility for bullying are identified, pupils are encouraged to raise concerns with any member of staff, including teaching and non-teaching staff. All staff are trained in responding appropriately as outlined in Section 11. Pupils can raise a concern verbally by talking to a member of staff or in writing by sending an email to a member of staff. ANY pupil can raise a concern about bullying behaviour, not just the pupil who is experiencing this behaviour. This is emphasised through the Preventative Curriculum.

#### Parents/Carers Reporting a Concern

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As stated in Section 7, parents and carers to raise concerns about alleged bullying behaviour with the College at the earliest opportunity. Parents/carers should

*(Continued overleaf)*

## Anti-Bullying Policy

### Section 8 Reporting a Bullying Concern

*(Continued)*

encourage their sons to react appropriately to bullying behaviour and to not do anything to retaliate or to 'hit back'.

In the first instance, all bullying concerns should be reported to the Form Tutor or Head of Year.

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 Vice-Principal.

Where the parent is not satisfied that appropriate action has been taken by the Head of School to prevent further incidents, or where further incidents have taken place, the concern should be reported to the Vice Principal for Pastoral Care.

Where the parent is not satisfied that appropriate action has been taken by the Vice Principal for Pastoral Care to prevent further incidents, or where further incidents have taken place, the concern should be reported to the Principal.

Where the parent/carer remains unsatisfied that the concern has not been appropriately responded to, the school's complaints procedure should be followed. The Complaints Procedure is available on the College Website or on request from College reception.

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, no information about action taken in relation to a pupil can be disclosed to anyone other than the pupil and his/her parents/carers.

### Section 9 Responding to a Bullying Concern

**When responding to a bullying concern, College staff shall implement interventions aimed at responding to the behaviour, resolving the concern and restoring the wellbeing of those involved. Where appropriate, College staff may implement sanctions for those displaying bullying behaviour.**

Information regarding any action taken regarding a pupil cannot be disclosed to anyone other than that pupil and his parents/carers.

Bullying incidents reported will be investigated by Head of Year. He/she will ensure that the specific behaviour is in fact bullying behaviour which conforms to the College's agreed definition of bullying as identified in the Anti-Bullying policy. He/ she will:

- Assure the child experiencing bullying behaviours that the matter will be dealt with as quickly as possible
- Listen to all the students involved
- Clarify facts and perceptions
- Check SIMS records
- Assess the incident against the criteria for bullying behaviour
- Identify any themes or motivating factors
- Identify the type of bullying behaviour being displayed
- Identify intervention level
- Decide on the appropriate action/sanction and consult with the Head of School as required
- Inform parents and arrange meetings as required
- Offer counselling to all involved if it is appropriate
- Facilitate reconciliation if appropriate
- Track, monitor and record effectiveness of interventions

*(Continued overleaf)*

## Anti-Bullying Policy

### Section 9 Responding to a Bullying Concern

(Continued)

- Review outcome of interventions
- Select and implement further interventions as necessary

Repeated or serious incidents and any incident where there is a Safeguarding or Child Protection concern will be referred to the Head of School. The Head of School will refer incidents to the Vice Principal (Pastoral) as appropriate. If required, the Vice Principal will liaise with any relevant external agencies in accordance with the Child Protection Policy.

#### ***Interventions/ Support/ Sanctions***

The main aim of any intervention is to RESPOND to the bullying that is taking place, RESOLVE the concern and RESTORE the well-being of all those involved.

**Support for all parties may include:**

- Behaviour Management Programmes, including Individual Behaviour Plan (support and strengthening), target setting with incentives and consequences
- Social and Emotional Mentoring by an identified member of staff
- Facilitated Reconciliation
- Restorative Questioning
- Peer support from a member of the Anti- Bullying and/ or Resilience Team
- Referral to the Counselling Service

(The strategies outlined above incorporate Effective Responses to Bullying Behaviour from the NI Anti-Bullying Forum (NIABF) and the resources provided by the NIABF will be used by staff)

Sanctions may be used, as required in accordance with the Positive Behaviour Policy. These include:

- Red flag discussion and recording on SIMS
- Demerit
- Tutor Detention
- Head of Year Detention
- Head of School Detention
- Supervision during break and lunch for a period of time
- School Bus Ban
- Internal Suspension
- Suspension

## Anti-Bullying Policy

### Section 10 Recording

There is a legal requirement, as set out in the Addressing Bullying in Schools Act (NI) 2016, to maintain a record of all incidents of bullying and alleged bullying behaviour:

The College 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 will be 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 College'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 College.

that they are compliant with all relevant statutory legislation and DE and EA guidance and that policies reflect fully the ethos of the College. The Vice Principal Pastoral and the Assistant Pastoral Leader attended EA Training on the implementation of the Anti-Bullying Act. Whole Staff Training was provided in August 2019 in relation to the Anti-Bullying Act and this will be refreshed in August 2021 to prepare for the statutory implementation of the Act. All staff are trained in Child Protection on an annual basis. CPD records are kept and updated regularly and a CPD update is presented to the BoG on an annual basis.

### Section 12 Monitoring and Review

This policy will be reviewed every 4 years by the Student Council and the Vice Principal for Pastoral Care, in consultation with students, parents, staff and governors and amended as appropriate in accordance with any new legislation and relevant DENI circulars. The preventative measures will be reviewed by the Board of Governors at intervals of no more than 4 years. As appropriate, additional policy amendments will be made as a result of the feedback generated from any baselining audits/consultations and when changes to legislation occur. Amendments may also be made in response to issues arising from a current situation and from data generated to identify existing behavioural patterns and trends.

### Links to Other College Policies

The Anti-Bullying Policy operates in conjunction with other relevant policies; Pastoral Care, Child Protection, Drugs and Alcohol, Reasonable Force and Safe Handling, Positive Behaviour Policy, Critical Incident, Special Needs and Pupil Attendance and Punctuality.

### Section 11 Professional Development of Staff

The College School Development Plan (SDP) for 2018-21 continued to have Staff Development as a key priority as indicated in Section 3.a) Building Capacity through Pupil & Staff Development. As a key part of the SDP, Section 1b, there is a great deal of CPD in the areas of the Preventative Curriculum and Mental Health. In 2018, a Policy Sub-Committee was established which meets in advance of full BoG meetings. This committee is comprised of three members of the BoG and the Pastoral VP. The committee reviews policies to ensure

### Current legislation and DE Guidance

#### **The Legislative Context:**

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

#### **The Policy & Guidance Context**

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

#### **The International Context**

- United Nations Convention on the Rights of the Child (UNCRC) Underpinning Legislation

#### **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:
  - o In school, during the school day
  - o While travelling to and from school
  - o When under control of school staff, but away from school (eg. school trip)
  - o 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)



**St. Malachy's College**  
Anti-Bullying Policy  
2021



# What is Bullying?

## Definition of Bullying

1. The Addressing Bullying in Schools Act (Northern Ireland) 2016 states that,  
**“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.”
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Bullying is a form of unacceptable behaviour, but not all unacceptable behaviour can be considered bullying.

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- impact of the incidents on wider school community
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Any incidents which are not considered bullying behaviour will be addressed under the Positive Behaviour Policy. All unacceptable behaviour must be challenged, whether it is bullying or not. In line with relevant IEPs, appropriate judgement will be applied with regard to a pupil’s capacity to understand the impact of their behaviour on others.

**There are many different ways that bullying behaviour can be displayed. The following unacceptable behaviours, when repeated, targeted and intentionally hurtful, may be considered a bullying behaviour:**

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- 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

# What is Bullying?

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## 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

This list is not exhaustive and that other behaviours which fit with the definition may be considered bullying behaviour.



# Who can help?

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## Staff

All staff have a shared responsibility for the development of an anti-bullying culture. It is the duty of all staff to report any concern regarding bullying. Staff with specific responsibilities in relation to bullying are:

- Form Tutors
- Head of Year
- Head of School

## Students

Students have a responsibility to respect the rights of every other individual in the College. Students must treat all others with respect and must not engage in bullying behaviour. They should report bullying of which they are aware to a member of staff.

There is a dedicated team of Anti-Bullying Prefects who are trained by an external agency and a Resilience Team who have completed accredited courses; OCN Mental Health Awareness Level 2 and OCN Peer Mentoring Skills in Practice Level 2. These students are available for peer support at designated times.

## Counselling Services

The College has access to counselling through Familyworks, funded by DENI and a counsellor is available one day a week. Through the Vice Principal, students are referred to other agencies for counselling as appropriate and family counselling support services can be availed of through a referral to the Family Hub.

## The Safeguarding Team

The College has a designated Child Protection team. The Vice Principal is the Designated Teacher and the three Heads of School are the Deputy Designated Teachers, along with a Head of Year for Key Stage 4, the Drugs Prevention Officer and the Specialist SEN teacher for Key Stage 3. The Safeguarding Team will deal with any issues that arise from reported incidents of bullying.

## External Agencies

The College maintains strong links with agencies to provide a relevant preventative curriculum.

## Parents

The College works in partnership with parents and carers to support our students pastorally and academically. Parents have the right to expect that the College is a secure and supportive environment for their children. They have a responsibility to ensure that their children respect all others in the College. Parents should take responsibility for monitoring their child's use of the Internet and mobile devices. Parents should report any alleged bullying of which they are aware to the relevant Head of Year.

# How will we help?

## Interventions/ Support/ Sanctions

The main aim of any intervention is to **RESPOND** to the bullying that is taking place, **RESOLVE** the concern and **RESTORE** the well-being of all those involved.

### Support for all parties may include:

- Behaviour Management Programmes, including Individual Behaviour Plan (support and strengthening), target setting with incentives and consequences
- Social and Emotional Mentoring by an identified member of staff
- Facilitated Reconciliation
- Restorative Questioning
- Peer support from a member of the Anti- Bullying and/ or Resilience Team
- Referral to the Counselling Service

(The strategies outlined above incorporate *Effective Responses to Bullying Behaviour* from the NI Anti-Bullying Forum (NIABF) and the resources provided by the NIABF will be used by staff)

### Sanctions will be used, as required in accordance with the Behaviour Management Policy.

These include:

- Red flag discussion and recording of incident on SIMS
- Demerit
- Tutor Detention
- Head of Year Detention
- Head of School Detention
- Supervision during break and lunch for a period of time
- School Bus Ban
- Internal Suspension
- Suspension

## Preventative Curriculum

The College provides a structured and relevant preventative curriculum which includes raising awareness of bullying. It is made clear to students that all instances of bullying are unacceptable and will be treated seriously. The issue of bullying is addressed through the Tutorial Programmes, Assemblies and relevant subject Schemes of Work. Anti-bullying messages are also actively promoted through Anti-Bullying Week, Safer Internet Week and visits from outside speakers. Year 14 pupils make up the Anti-Bullying Team and the Resilience Team. They have a high profile with the pupils and posters identifying the team and how to speak to them are displayed prominently within the College. The team leads workshops during anti-bullying week and are available at specified times for peer support.

# NEED TO TALK?



**Mrs. McCusker**  
Designated Teacher  
for Child Protection



**Mr. Douglas**  
SENCO / Deputy  
Designated Teacher KS4



**Mr. Heaney**  
Deputy Designated  
Teacher KS3



**Mrs Devlin**  
Deputy Designated  
Teacher KS4



**Mr. Cooke**  
Deputy Designated  
Teacher



**Ms Evans**  
Deputy Designated  
Teacher KS3

The

## St. Malachy's College Child Safeguarding Team

*are there for you*

If you are concerned don't stay silent.

Talk to family, friends, teachers, your  
Form Tutor or a member of the Child  
Safeguarding Team above.

## CONTACT EMAILS

Mrs McCusker: [dmccusker152@c2kni.net](mailto:dmccusker152@c2kni.net)

KS4

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