

WHAT WILL HAPPEN WHEN I REPORT MY CONCERN?

Pupils can report all concerns to school staff confidentially.

When a concern of bullying type behaviour is reported in school, the following actions will take place.

Concern and details around it are reported to school staff.

Staff gather information and review previous records. Staff record the concern digitally and may refer to a Bullying Concern Assessment Form (BCAF) Part 1.

Incident(s) reviewed against the legal definition and TRIP criteria assessed. Parents/Carers informed.

Legal definition of bullying type behaviour NOT met

Legal definition of bullying type behaviour IS met

Socially unacceptable behaviour supported using Positive Behaviour, SEN and Pastoral Policies.

Bullying type behaviour supported using the school Addressing Bullying Policy. BCAF parts 2-4 completed.

Supports and interventions for all pupils involved will be monitored, reviewed and evaluated in line with policy.

WHAT SHOULD I DO IF BULLYING TYPE BEHAVIOUR IS REPORTED TO ME?

Thank the young person for trusting you. It may have taken a lot of courage for them to reach out to you.

Listen without interruption. Give the pupil time. Try not to respond with your own similar experiences as this might distract from what the pupil is trying to share with you.

Mirroring. Repeat back what you've heard to show you're listening and clarify anything you may be unsure on.

Remove distractions. Focus solely on what you are being told without adding your opinion.

Body Language. Nod, make eye contact and react to what you are hearing to show you are listening.

Don't rush the conversation. It's important that the pupil feels heard and supported, so take the time.

Ask questions. Ask questions that will show that you're listening and that you care. If someone has disclosed a worry to you, you could ask them if they have ideas for how to improve the situation.

Always go to a staff member rather than peers if you are concerned about someone's wellbeing or are unsure how to help.

Remember, you cannot solve friends' problems but by providing a listening ear, you can help the person feel less alone and can support them to talk to an appropriate adult.

Adapted from The Diana Award

Helpful resources and contacts:

- Childline 0800 11 11 or visit www.childline.org.uk
- www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/bullying-and-cyberbullying/
- <https://giveusashout.org/>
- <https://anti-bullyingalliance.org.uk/>

For further information, scan the QR code



ADDRESSING BULLYING POLICY POST-PRIMARY PUPILS

A pupil friendly guide to preventing and responding to bullying type behaviours.

WHAT IS BULLYING TYPE BEHAVIOUR?

THE ADDRESSING BULLYING IN SCHOOLS ACT 2016 (NI)

The law in Northern Ireland changed in September 2021 to help schools support young people affected by bullying type behaviour. Schools now have one legal definition to assess all reported allegations and incidents of bullying type behaviour.

The law states that in all schools:

“Bullying” includes, but isn't limited to, repeated verbal, written or electronic communication, by a pupil(s) against another pupil(s) that is intended to cause physical or emotional harm.

This also includes leaving someone out on purpose.

When discussing bullying type behaviour;

We no longer use the words **‘bully’** or **‘victim’**.
Instead we talk about:

a pupil displaying bullying type behaviour
OR
a pupil experiencing bullying type behaviour.

Other behaviour that is upsetting but does not meet the criteria is referred to as **socially unacceptable behaviour.**

Whether socially unacceptable OR bullying type behaviour, school will support all young people involved to address the behaviour towards a satisfactory resolution.

Your school has designated safeguarding staff to listen to your concerns as well as support you.

If you feel uncomfortable sharing concerns in person, your school will have methods of reporting anonymously e.g. concern box or email address for pastoral staff.

When you report a concern of bullying type or socially unacceptable behaviour, you have a right for your concern to be listened to and acted upon.

WHEN IS IT BULLYING TYPE BEHAVIOUR?

When a concern of bullying type behaviour is shared, staff will clarify facts, perceptions and the individual needs of all those involved.

Staff will use the TRIP criteria to assess the reported behaviour and identify support and interventions aimed at resolving the concern.

Socially unacceptable behaviour becomes bullying type behaviour when, on the basis of the information gathered, TRIP is met:

T. R. I. P.

1

When the behaviour is **Targeted** at a specific pupil or group of pupils.

2

When the behaviour is **Repeated** over a period of time.

3

When the behaviour is deliberately **Intended** to cause harm.

4

When the behaviour causes **Physical, emotional or psychological harm.**

Where outlined in the Addressing Bullying policy;

A One-off Incident may be considered bullying type behaviour with evidence of pre-meditation, and significant physical or emotional harm has been caused in a severe incident.

A one-off digital communication can become bullying type behaviour when a post has been shared and repeated viewing has taken place.

School will track methods and motivations for bullying type behaviour and respond positively and effectively to support all involved.

WHAT SHOULD YOU DO WHEN YOU NEED HELP?

Speak to an Adult You Trust

Speak to a family member, teacher or other safe adult who will listen and offer support. Explain your worries to them. If you are unhappy with the response, you could speak to a member of the Safeguarding Team.

Keep a Record

Keep a record of what's been going on – remember the 4 W's: What, Where, When and Who. Screenshot online bullying type behaviours, report them to the social media company and block the user. Don't reply. Share your concerns with responsible adults.

Try to identify people who can provide emotional and practical help rather than make the situation worse. They might include friends, a family member or a teacher.

You may want to contact a free, confidential helpline such as SHOUT text helpline or Childline. If you feel isolated, work with adults to identify opportunities to meet peers e.g. school clubs, sport teams etc.

Stay Positive

It is not your fault. Don't be ashamed of who you are. You have done the right thing in coming forward.

Try not to dwell on the situation. Focus on the positive experiences in your life.

Be proud of who you are. Remind yourself of all the special, unique qualities that make you *you*.

Find healthy ways to relieve stress. Exercise, meditation, positive self-talk etc. can help.

Do things you enjoy and don't allow the bullying type behaviour to take over your life.

Adapted from The Diana Award

Other things to do in school:

Speak to your student council about setting up an Anti-Bullying Ambassadors/Peer Support scheme; Speak to your school leaders about setting up a student diversity, equity and inclusion committee.