

## 1. DEFINITION OF BULLYING

Bullying, whether it is intentional or not, is repeated behavior which makes other people feel uncomfortable or threatened. While repetition gives bullying its oppressive and frightening quality, individual incidents of bullying are also significant, and will be recognized and dealt with as such.

### 1.1 There are different forms of bullying; the four main types include:

- Physical:** hitting, kicking, throwing things or using implements to cause deliberate injury to another pupil; spitting, deliberately damaging, destroying, taking or hiding another pupil's belongings (including money).
- Verbal:** name calling, teasing, insulting, taunting or disparaging a pupil.
- Emotional:** being unfriendly, excluding, tormenting, spreading rumors, giving looks, sending unpleasant notes, and
- Cyber:** making nasty or threatening phone calls or sending nasty or threatening text messages or emails. Posting humiliating, abusive or threatening comments, images, or videos on, for example, chat rooms, instant messenger or social networking sites.

People react differently and it may not always be possible to tell if someone is hurt or upset.

## 2. AIMS

Ryan Johnston Piano is a music teaching company where all pupils are entitled to equal rights, opportunity, respect and worth.

The aim of our *Anti-Bullying Policy* is to clarify for students and parents that bullying is totally unacceptable. At Ryan Johnston Piano, we wish to encourage an environment where independence is celebrated and individuals can flourish. We believe that every student has the right to be safe and happy in school and to be protected from bullying. In order to fulfil these objectives, this school adopts a strong and active anti-bullying stance, and this policy will ensure that music teaching company complies fully with guidance issued by the Department of Education (NI) and relevant legislation.

## 3. PROCEDURE

- 3.1 At Ryan Johnston Piano, we aim to create an atmosphere where students who are being bullied, or others who know about it, feel that they will be listened to, and that action taken will be swift but sensitive to their concerns. It is, therefore, essential that Ryan Johnston is made aware of any bullying incidents as soon as they arise.
- 3.2 Bullying is, and is treated as, a serious offence. The bully must be made aware that this behavior is unacceptable and has caused distress. The victim must realize that retaliation is inappropriate. Every effort will be made to resolve the problem by arranging pastoral support for the target pupil.
- 3.3 Parents of those involved will normally be informed of what has happened and how it has been dealt with.
- 3.4 If there is a victim who is being bullied at Ryan Johnston Piano, we will support and listen to the victim's point of view and feelings about the bullying.
- 3.5 Ryan Johnston Piano will also make sure that each employee is aware of any victims of bullying so that if there is a victim of bullying they can be supported by all employees and outside agencies should they be needed. This is so that the victim doesn't feel alone in dealing with bullying.
- 3.6 Ryan Johnston Piano will encourage any victims of bullying to make friends with others so that they also don't feel alone.
- 3.7 Ryan Johnston Piano may request the involvement of outside agencies.



**4. THE SCHOOL COMMUNITY**

**4.1 To Students**

If you are being bullied or know that someone else is, please inform Ryan Johnston immediately so that it can be addressed. Not telling means that the victim will continue to suffer, and the bully will carry on. Everyone has a responsibility to make sure that bullying is not allowed to continue at Ryan Johnston Piano.

**4.2 To Parents**

If you think that your child may be being bullied or he/she tells you that they are, please inform Ryan Johnston straight away. Reassure your child that it will be dealt with sensitively, but firmly. Where it is discovered that your child is being bullied or is directly involved in bullying, you will be contacted so that Ryan Johnston can discuss with you how the situation can be improved, and any necessary action taken.

5. Ryan Johnston Piano recognizes the serious impact that bullying may have on individual lives and will do everything possible to eradicate this and deal with the root causes using appropriate strategies. Support mechanisms will be put in place for both parties.

**6. REVIEW & EVALUATION**

This Policy will be reviewed and evaluated annually by Ryan Johnston.



Other supporting Agencies

- ABC (Anti-Bullying Campaign) 071 378 1146 Mon-Fri 9.30 am to 5.00 pm.
- Childline 0800 1111
- Kidscape 071 730 3300
- Children's Law Centre 028 9024 5704
- NICCY - Northern Ireland Commissioner for Children and Young People
- Other services available locally are:
- Education Welfare Service - Education Authority
- Social Services Department
- Samaritans
- Save the Children
- NSPCC
- Barnardo's
- Northern Ireland anti-Bullying Forum [www.endbullying.org.uk](http://www.endbullying.org.uk)
- Pastoral Care in Schools; Promoting Positive Behavior (DE, 2001) Effective Responses to Bullying Behavior (NIABF, 2013)
- The Education and Libraries (Northern Ireland) Order 2003
- Northern Ireland anti-Bullying Forum [www.endbullying.org.uk](http://www.endbullying.org.uk)
- DE Circular 2017/04 - Safeguarding and Child Protection Schools Safeguarding & Child Protection – A Guide for Schools, 2017