



Addressing Bullying Policy

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Section 1: Statutory Context & Guidance

Introduction

At Sacred Heart College, we acknowledge that bullying type behaviour exists in schools and wider society and can impact on the lives, mental health, and well-being of those involved. This policy aims to help create, maintain, and embed a culture where everyone agrees that bullying type behaviour is unacceptable.

In Sacred Heart College, we believe that safeguarding our pupils is paramount and the responsibility of all stakeholders. We promote a safe, inclusive, and relational school environment where concerns of bullying type behaviour may be shared and addressed, and where pupils are supported within the context of Article 19 Measures to Prevent Bullying, Education (NI) 2003 and the 2016 Addressing Bullying in Schools Act (N.I.) (*see appendix 1*).

The purpose of this policy is to:

- define bullying type behaviour
- summarise rights, roles and responsibilities
- explain preventative measures
- clarify processes used for reporting, recording, and responding
- outline monitoring and review processes

The policy is applied where concerns of alleged bullying type behaviour between pupils have been reported. For other concerns regarding bullying type behaviours please refer to the school complaints procedures or associated policies which are aligned DE Circular 2016/08 Public services ombudsman (NI) Act).

The Addressing Bullying Type Behaviour Policy applies:

- while students are on school premises during the school day
- while the pupil is in the lawful control or charge of a member of the staff of the school e.g. during extra-curricular activities, school excursions, residential trips
- Education provision arranged on behalf of the school and provided away from the school premises e.g. Another school in the Area Learning Community, A Further Education College, Alternative Educational Providers/Education Other than at School centres, Home (Exceptional Teaching Arrangements)

Ethos and Values

Sacred Heart College is a Catholic school committed to the holistic development of every child. Our ethos is rooted in the Gospel values of compassion, faith hope and joy. We seek to create a learning environment in which every young person feels safe, valued, and empowered to thrive academically, socially, emotionally and spiritually.

As outlined in our Relational Learning Policy, we promote a strong, positive school ethos which forms a key preventative measure against bullying-type behaviour. This ethos is fully reflected in our School Development Plan in line with Schedule 2 requirements and underpins all of our pastoral care provision.

Our values—**Compassion, Faith, Hope and Joy**—guide all relationships within the school community. These values are taught explicitly, modelled by staff, and embedded throughout our curriculum and pastoral structures. By fostering a culture of connection and belonging, we reduce the likelihood of bullying-type behaviours arising and ensure that when they do, they are addressed restoratively and relationally.

This commitment to a values-led, relational ethos means that all staff take shared responsibility for promoting pro-social behaviour, maintaining positive relationships, and ensuring that every pupil feels safe and included. Our response to bullying-type behaviour is therefore not just reactive, but embedded in a culture of prevention, empathy and growth.

We, at Sacred Heart College, recognise the uniqueness of every pupil and celebrate the diversity of all children and young people within our community. Therefore:

We are committed to a society where children and young people can live free and safe from bullying type behaviour.

We believe that every child and young person should be celebrated in their diversity.

We are committed to a preventative, relational and restorative ethos.

We value, respect and consider the views and contributions of children, young people and wider school community

Links to Other Policies

This policy should be read in conjunction with SEND, Safeguarding, Inclusion, and the wider suite of Pastoral Care policies available on the school website or from the school office by request. These policies include but are not limited to:

Safeguarding and Child Protection Policy	Staff Code of Conduct/Staff Handbook
Pupil Attendance Policy	Relational Learning Policy
Health and Safety Policy	Online Safety Policy
Special Educational Needs Policy	Educational Visits Policy
Relationships and Sexuality Education	Pastoral Care Policy
	Visitor Policy

Consultation

We value and respect the views and contributions of our school community. Therefore, as part of this policy development and review, and in compliance with Article 19 of the 2003 Education (NI) Order and the 2016 Addressing Bullying in Schools Act (N.I.), we have consulted with pupils, parents/carers, and staff.

- *Pupil consultation involved: Pupil Survey (2025), focus groups, sharing of EA ABSIT Guide, School council*
- *Parents & carers consultation involved: Parent Survey (2024, 2025), ongoing feedback, sharing of EA ABSIT Parent Guide (2025)*
- *Staff consultation involved: Staff Survey (2025), ongoing review at Pastoral Meetings*

Section 2: What is Bullying Type Behaviour?

‘The Addressing Bullying in Schools Act (N.I.) 2016’ provides schools with a legal definition which **must** be used by all schools to assess reported concerns of bullying type behaviour.

Addressing Bullying in Schools Definition of “bullying”
(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.

TRIP

While the legal definition, as set out in the Act, is the primary definition, we also use the mnemonic **TRIP**. This helps to build a shared understanding across our school community of the difference between socially unacceptable and bullying type behaviour.

Socially unacceptable behaviour becomes bullying type behaviour when, after clarifying facts and perceptions, **TRIP** is confirmed:

T	When the behaviour is TARGETED at a specific pupil or group of pupils.
R	When the behaviour is REPEATED over time.
I	When the behaviour is deliberately INTENDED to cause harm.
P	When the behaviour causes PSYCHOLOGICAL/EMOTIONAL and/or PHYSICAL harm.

While an ‘imbalance of power’ has not been included in the legal definition, the Board of Governors have agreed to incorporate this criterion to help determine if bullying type behaviour was **targeted**. An ‘imbalance of power’ is present when *someone seen with lesser power*, is identified as an object of negative attention. It will be used to validate and confirm the final TRIP decision.

Although incidents usually involve **repetition**, a **one-off incident** may be classified as bullying type behaviour through consideration of the following criteria.

- severity and significance of the incident (See appendix 4)
- evidence of pre-meditation
- psychological/physical impact of the incident on the individuals and/or wider school community
- previous relationship(s) between those involved.
- any previous incident(s) involving the individuals.

A **one-off electronic communication** can constitute bullying type behaviour through repeated viewing and unwanted sharing of a post.

The 2016 Act requires school to consider whether a pupil(s) **intended** to cause harm when determining if the incident(s) meets the legal definition. In this school, we will consider the following when assessing **TRIP**.

The pupil(s):

- capacity to regulate and understand the impact of their behaviour
- developmental age
- additional, educational, special, physical, or medical needs
- behaviours displayed/presenting profile (diagnosed or undiagnosed e.g. Social Behaviour Emotional Wellbeing, Autism, Attention Deficit Hyperactivity Disorder, Moderate Learning Difficulties etc.)
- individual circumstances e.g. trauma profile, safeguarding concerns, family circumstances and resilience

Omission will be considered when addressing bullying type concerns. This is where a pupil(s) is or are wilfully excluded from a game, activity or group work etc causing potential **psychological harm**. *Pupils do not have to be friends in this school, but friendly.*

Language

We recognise that all behaviour is communication and should be addressed through a learner centred lens for those who display *and* experience socially unacceptable or bullying type behaviour. We will address all behaviour in a relational, solution focused manner aligned to Safeguarding and SEND.

When discussing allegations of bullying type behaviour, we use language that is aligned to the Addressing Bullying in Schools Act (NI) 2016, and other relevant legislation and guidance (see *appendix 1*). We refer to the behaviour not the pupil and use the following:

- **pupil displaying bullying type behaviour** rather than the 'bully'.
- **pupil experiencing bullying type behaviour** rather than the 'victim'.
- **socially unacceptable behaviour** rather than 'bad behaviour' or 'serious/gross misconduct etc'

Any incident(s) which do not meet the legal definition and TRIP criteria will be addressed under the Relational, Special Educational Needs, Child Protection, Safeguarding, Pastoral and Inclusion and Diversity policies, as appropriate. (Please see the parent and pupil guides in appendix 6).

Journey To and From School

Electronic Communication

The Addressing Bullying in Schools Act enables school to take steps to help prevent and address online bullying type behaviour involving registered pupils during term time. We acknowledge that negative online behaviour occurring either in or out of school hours, can harm a pupil's education and emotional well-being, and we will support affected individuals. At Sacred Heart College, we are committed to supporting our pupils to use the internet safely, responsibly, and respectfully. We encourage parents to be informed regarding their responsibility to be informed and to monitor their child/young person's social media use. The Safer Schools App for parents, ensure parents are kept up to date on online developments which could affect their child. We encourage all parents to download and join the app.

The Addressing Bullying Policy is one of several school policies that address electronic behaviour and are reviewed in response to technological developments.

In Sacred Heart College, we aim to prevent electronic bullying type behaviour by:

- Addressing key themes of electronic online behaviour and risk through curriculum content.
- Engaging with statutory and voluntary sector agencies and resources (e.g. Safeguarding Board NI, PSNI, Public Health Agency, Safer Schools App) to support the promotion of key messages and online safe digital use.
- Participating in Safer Electronic/Online/Cyber Campaigns to promote key messages.
- Addressing reported safeguarding concerns in relation to the misuse of electronic communication and provide timely support and intervention.
- Providing reporting mechanisms for school and wider community to report concerns confidentially e.g. The Support Hub
- Creating, agreeing and implementing an Acceptable Use Agreements see DE Circular 2016/27

Section 3: Methods and Motivations of Socially Unacceptable or Bullying Type Behaviour

The following are methods of socially unacceptable behaviours which, when **targeted, repeated, intentional** and causing **psychological/physical** harm, may be considered as bullying type behaviour:

Physical Acts	Physical - negative physical contact, material harm such as damaging or taking possessions without permission
Verbal or Written acts	Verbal or written - unpleasant comments, written, verbal, gestures.
Social/Relational	Negatively influencing the actions of others to cause psychological or physical harm
Omission (Exclusion)	Excluding someone/others from e.g. game, activity, group work etc
Electronic Acts	Misuse of online platforms or other electronic communications to cause psychological upset

(Please note the list is not exhaustive)

Our school acknowledges various motivations for bullying type behaviour which we address through our preventative curriculum and responsive approaches. This includes all identity or prejudice motivated bullying type behaviour related to those characteristics protected through Section 75 of the Northern Ireland Act 1998. Motivations include but are not limited to:

• Ability • Age • Appearance • Child Looked After (CLA)/Care experienced • Community background • Cultural • Disability • SEN • Family circumstances (pregnancy, marital status, young carer status)	• Economic Status/FSM • Gender/Gender identity/Perceived Gender • Newcomer/Migrant Status • Peer relationship breakdown • Political affiliation/sectarianism • Race • Religion • Sexual orientation • Other _____
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Section 4: Rights, Roles and Responsibilities

In this school, we believe that all members of our school community have the right to be educated in a safe, supportive, learning environment. We acknowledge that all members of our community have a role to play and responsibility to prevent and address bullying type behaviour. ([Appendix 5](#))

Section 5: Preventative Measures

The Addressing Bullying in Schools Act (N.I.) 2016, requires schools to focus on preventative measures to help reduce bullying type behaviours. The focus of this section is to set out the approaches taken by our school to help prevent bullying type behaviour effectively.

In Sacred Heart College, we scaffold and promote a positive, relational learning environment where all members of the school community feel safe, included and valued. Our preventative measures help avoid bullying type behaviour and contribute to support plans for pupils. They are evident in all domains of school life and include, but are not limited to:

<u>Whole School</u>	<u>Classroom</u>
• SEND, Addressing Bullying, Relational Learning, Safeguarding, Pastoral Care, Inclusion & Diversity policies • Visible school ethos e.g. essential agreements, displays, visual cues, celebrations, positive expectations • Student Leadership Teams • Adults modelling self-regulation, inclusive language and positive relationships • Restorative Practice approaches embedded through staff training and resources • Trauma Informed • Celebration of diversity, equity and inclusion • Parent education e.g. newsletters, leaflets etc • Shared education projects, events, assemblies, key campaigns e.g. Rights Respecting School kindness day, anti-bullying week • Guest Speakers e.g. ALPS, AB Coaching, HIPP Psychology • Curriculum mapping • Wellbeing assessment data e.g. GL PASS	• Curriculum: PD/LLW/RSE • Structured form/class-meeting time to promote belonging, connection and positive relationships • Cross-curricular activities • E-safety and digital citizenship • Social Emotional Learning • Relevant literature and resourcing exploring related concepts and themes e.g. empathy, inclusion, diversity, problem-solving, relationships, resilience etc. • Social thinking/skills training programmes • Friendship Education • Collaborative Learning/Problem Solving and Conflict Resolution • Agile groupings and seating arrangements • Online apps and resources • Youth service, REACH small group provision

<u>Non-Classroom</u> • Supervision and transition arrangements e.g. including buses • Buddy strategies • Social and extra-curricular opportunities • Professional Development/Training (including for non-teaching and supervision staff) • Designated safe/quiet/reflective/nurture /activity zoned spaces • Enhanced structure during unstructured times e.g. breakfast club, jobs, lunchtime clubs, homework clubs • Structures to facilitate reporting concerns e.g. Support Hub • School counselling service • Boxall Profiles & associated IEP, as appropriate • Pupil of Concern meetings	<u>Peer Support</u> • Student Leadership e.g. student council • Pupil led/directed extra-curricular activities • Buddy Schemes • Promotion of culture of pupils leading change, and reporting concerns • Key Stage 3 lunchtime clubs
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Professional Development of Staff

In Sacred Heart College, we recognise the need for effective, updated, and ongoing training for all staff within our preventative measures. As such, we are committed to:

- ensuring that all staff and Governors complete relevant Safeguarding, Child Protection, SEND and Addressing Bullying in Schools training, including those provided by the Education Authority.
- reviewing and amending the content of the Addressing Bullying Policy following training, complex case review or as directed by Department of Education.
- keeping and regularly updating continued professional development records.

To this end

- All our teaching and support staff have completed the EA Addressing Bullying in Schools foundation training as part of this policy review.
- Key leadership staff have completed EA Addressing Bullying in Schools leadership training.
- All our teaching staff have completed additional in school workshops on e.g. systems and processes, prevention and/or effective responses, anti-bias
- All members and/or lead Governors with overall responsibility for the development and review of the Addressing Bullying Policy have completed EA Addressing Bullying in Schools training.
- New members of staff will complete training as soon as possible

Section 6: Statutory Systems and Processes for Reporting, Responding and Recording.

As a school we recognise that reporting a concern of bullying type behaviour can be difficult. For this reason, we have systems in place to enable pupils, parents, and any other person to share concerns discreetly and efficiently with a trusted adult. All concerns of bullying type behaviour will be responded to in line with legislative processes as outlined in this policy.

Pupils Reporting a Concern:

Pupils may report bullying type concerns in the following ways:

- Verbally sharing with a staff member
- By writing a note to a staff member
- Using a confidential online reporting tool – The Support Hub

All pupils are encouraged to share concerns regarding socially unacceptable or bullying type behaviour that they experience, display or witness. They should not view this as ‘telling’ but rather ‘talking about concerns’ with the emphasis on ‘getting help’.

Parents/Carers or Others Reporting a Concern:

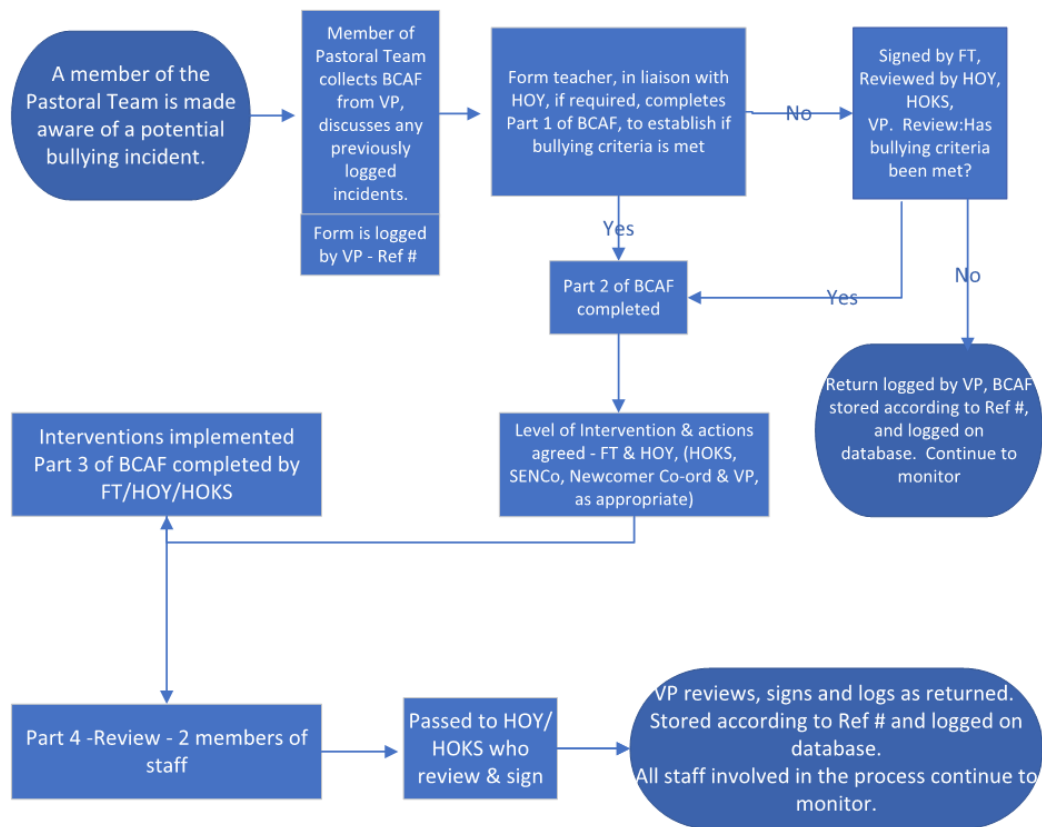
Parents/Carers should follow the Communication Policy and report a concern by contacting the College office, or emailing the College info@shc.omagh.ni.sch.uk.

Teaching and support staff including teaching assistants, lunchtime supervisors, office staff etc should also report any concerns directly to the child’s class/form teacher in a timely manner.

Responding to and Recording a Bullying Type Concern

Staff in Sacred Heart College will respond to bullying behaviour promptly and effectively, in an assertive and confident manner, with an expectation of change being achieved through implementing the procedures set out in our Relational Learning and Addressing-Bullying Policies.

The processes outlined below provide a framework for how the school will respond to any bullying concerns identified. Each member of the Pastoral Team has an important role to play in addressing the alleged bullying.



Using the NIABF Effective Responses to Bullying Behaviour resource, the member of staff responsible shall...

- Gather information, clarify facts and perceptions;
- Check records for previous incidents;
- Identify any themes or motivating factors;
- Identify the type of bullying behaviour being displayed;
- Part 1 of the BCAF will be completed by an appropriate member of staff;
- The information gathered will be checked against the legal definition of bullying in this policy and will be determined whether bullying has taken place.

Procedures to follow when the criteria for bullying behaviour have not been met.

- Parents/carers are engaged and kept informed, as appropriate and proportionately.
- Refer to Relational Learning Policy;
- Tailored interventions will be implemented to reduce the level of unacceptable, anti-social behaviour(s) to ensure behaviour does not move into bullying behaviour;
- Together staff and pupils track, monitor and assess progress to determine, on the information generated, the efficacy of the intervention(s) and outcomes.

Please note details of support and intervention plans cannot be disclosed to anyone other than that pupil and their parents/carers.

Support for Pupil Experiencing Bullying-type behaviour (PEB)

Pupils will feel supported when they are listened to and their opinion is taken account of when creating a plan. A common concern for pupils is that alleged bullying may increase when staff become aware of potential bullying. The solution-focused, restorative ethos of the policy and procedures will help pupils become more confident in reporting potential bullying and will support a more positive outcome for the PEB. Support will be proportionate, informed by context and may involve:

- Increase staff monitoring of potential times/places of concern;
- Review seating plans in classes;
- Discussing and agreeing a tailored action plan which would involve pupil(s) in agreeing interventions, relevant success criteria, outcomes, etc.;
- Keeping a record of the agreed action plan in part 3 of the BCAF;
- The school will take account of the interventions contained in NIABF's Effective Responses to Bullying and the strategies in DE SEN Resource File - Understanding and Managing Social, Emotional and Behavioural Difficulties;
- Ongoing dialogue to ensure that the strategies identified and agreed result in greater resilience, development of coping skills and promotion of positive relationships;
- Staff and pupils together tracking and monitoring progress to ensure the efficacy of the interventions is maintained and kept under review;
- Progress being regularly reviewed and updated in the BCAF and outcomes shared with key partners;
- Engaging with relevant supporting agencies e.g. Youth Service, Post Primary Behaviour Support Team, Autism Advisory Information Services, Educational Welfare Service, as required;
- Review at Pupil of Concern Pastoral/SEN meeting;
- Support with restorative practice;

- Creating a Team Around the Child (TAC);
- Creating a Safety Plan;
- Referral to school counsellor;
- Review stage on COP, Boxall profile and IEP.

The nature and extent of interventions will be determined on a case-by-case basis, taking account of context, relationships, developmental stage, and pupil wellbeing. A restorative and proportionate approach will be adopted, recognising that over-intervention can at times be counterproductive and that carefully targeted support is often most effective.

Support for Pupils(s) Displaying Bullying-type Behaviour (PDB)

It is important to approach the PDB with a mindset of 'seeking to understand' in order to ensure the supports are appropriate. Pupils may not be aware of the impact of their behaviour. Pupils will be supported to develop awareness and skills to become reflective in terms of the impact of behaviours and to address potential underlying causes of displaying bullying-type behaviour. It is important that pupils understand the right of every pupil to feel safe and happy in school and that everyone has a responsibility to support this right.

Support will be proportionate, informed by context and may involve:

- Increase staff monitoring of potential times/places of concern;
- Review seating plans in classes;
- Implementing Relational Learning Policy;
- Communication with parents;
- Discussing and agreeing a tailored action plan which would involve pupil(s) in agreeing interventions, relevant success criteria, outcomes, etc.;
- Keeping a record of the agreed action plan in part 3 of the BCAF;

- Following initial assessment and confirmation of bullying behaviour an appropriate intervention will be chosen from the NIABF's Intervention Levels and corresponding interventions from Effective Responses to Bullying Behaviour;
- A Risk Reduction Action Plan being completed & implemented;
- Ongoing dialogue to ensure that the interventions/strategies identified and agreed result in the reduction/removal of unacceptable behaviour(s), the enhanced ability to empathise and the restoration of relationships;
- Staff and pupils together tracking and monitoring progress to ensure the efficacy of the interventions is maintained and kept under review with positive feedback given;
- Progress being regularly reviewed and updated in the BCAF and outcomes shared with key partners;
- Engaging with relevant supporting agencies e.g. Youth Service, Post Primary Behaviour Support Team, Autism Advisory Information Services, Educational Welfare Service;
- Review at Pupil of Concern Pastoral/SEN meeting;
- Support with restorative practice;
- Creating a Team Around the Child (TAC);
- Referral to school counsellor;
- Review stage on COP, Boxall profile and IEP.

Section 7: Monitoring and Review of Policy

The Act places responsibility on the Board of Governors, in consultation with the principal, to monitor the effectiveness of the Addressing Bullying Policy. To this end, the Board of Governors will:

- maintain a standing item on the agenda, under Safeguarding, where a report on bullying type behaviour is presented by the principal (see appendix 7).
- appoint a lead Governor to liaise with the principal, Designated Governor for Child Protection
- minute the number of incidents including methods, motivations and how they were addressed
- identify trends and patterns to inform future policy and practice development and review.
- record written responses to relevant pupils, parents/carers when appropriate.

The Addressing Bullying Policy will be reviewed in consultation with all school community stakeholders:

- at intervals of no less than four years, or
- following any complex incident which highlights the need for such a review,
- when reviewing other associated policies, such as the Safeguarding Policy and the Relational Learning Policy
- in response to a recommendation by the Education and Training Inspectorate
- following new guidance as directed by the Department of Education.

A copy of this policy is available on the school website.

Appendix 1: Legislative Context & Guidance links

The Legislative Context:

[Anti-discrimination laws applicable in Northern Ireland \(Equality Commission, 2024\)](#)

[The Addressing Bullying in Schools Act \(Northern Ireland\) 2016](#)

[Public Services Ombudsman Act \(Northern Ireland\) 2016](#)

[The Children's Services Cooperation Act \(Northern Ireland\) 2015](#)

[The Education \(School Development Plans\) Regulations \(Northern Ireland\) 2010](#)

[The Special Education Needs and Disability Order \(Northern Ireland\) 2005](#)

[The Special Educational Needs and Disability Act \(Northern Ireland\) 2016](#)

<https://www.legislation.gov.uk/nia/2016/8/contents>

[The Education \(Northern Ireland\) Order 1998](#)

[The Education and Libraries Order \(Northern Ireland\) 2003 \(A17-19\)](#)

[The Northern Ireland Act 1998 Section 75](#)

[The Human Rights Act 1998](#)

[The Children \(Northern Ireland\) Order 1995](#)

[The Health and Safety at Work Order \(Northern Ireland\) 1978](#)

The Policy & Guidance Context

[Implementing Trauma Informed Approaches in Northern Ireland and Executive Summary \(QUB and SBI, 2024\)](#)

[CCEA Relationships and Education Resource Guidance \(2024\)](#)

[ETI Safeguarding Proforma \(ETI, 2023\)](#)

[Nurture Group Provision Guidance for Schools \(DE, 2023\)](#)

Draft Consultation: [Consultation on the Statutory Guidance On The Reduction And Management Of Restrictive Practices In Educational Settings In Northern Ireland \(DE, 2023\)](#) DE, DoH & DoJ

[Children and Young Peoples Emotional Health and Wellbeing in Education Framework \(DE, 2021\)](#) DE/DoH

[A Life Deserved: Caring for Children and Young People in Northern Ireland \(DOH and DE, 2021\)](#)
[Suspensions and Exclusions for Pupils in Northern Ireland \(DE Circular, March 2021\)](#)
[Model Equality and Inclusion Policy and Guidance \(EA, 2020\)](#)
[Resource File for Children with Special Educational Needs \(DE, 2020\)](#)
[Guidance on Identifying and Supporting Learners with Social, Emotional and Behavioural Difficulties \(CCEA, 2020\)](#)
[Mental health care systems \(SBNI, 2019\)](#)
[The Addressing Bullying in Schools Act \(Northern Ireland\) 2016 Statutory Guidance for Schools and Boards of Governors \(DE, 2019\)](#)
[Putting Care into Education \(DE, 2018\)](#)
[Safeguarding and Child Protection in Schools: A Guide for Schools \(DE, 2017\)](#)
[Safeguarding Board for Northern Ireland Policies and Procedures \(SBNI, 2017\)](#)
[Co-operating to Safeguard Children and Young People in Northern Ireland \(Dept. of Health, Social Services and Public Safety, 2016\)](#)
[Miss School = Miss Out Improving Pupil Attendance Strategy \(DE, 2016\)](#)
[Pastoral Care in School: Promoting Positive Behaviour \(DE, 2001\)](#)
Every School a Good School DE 2009 <https://www.education-ni.gov.uk/articles/every-school-good-school-esags>

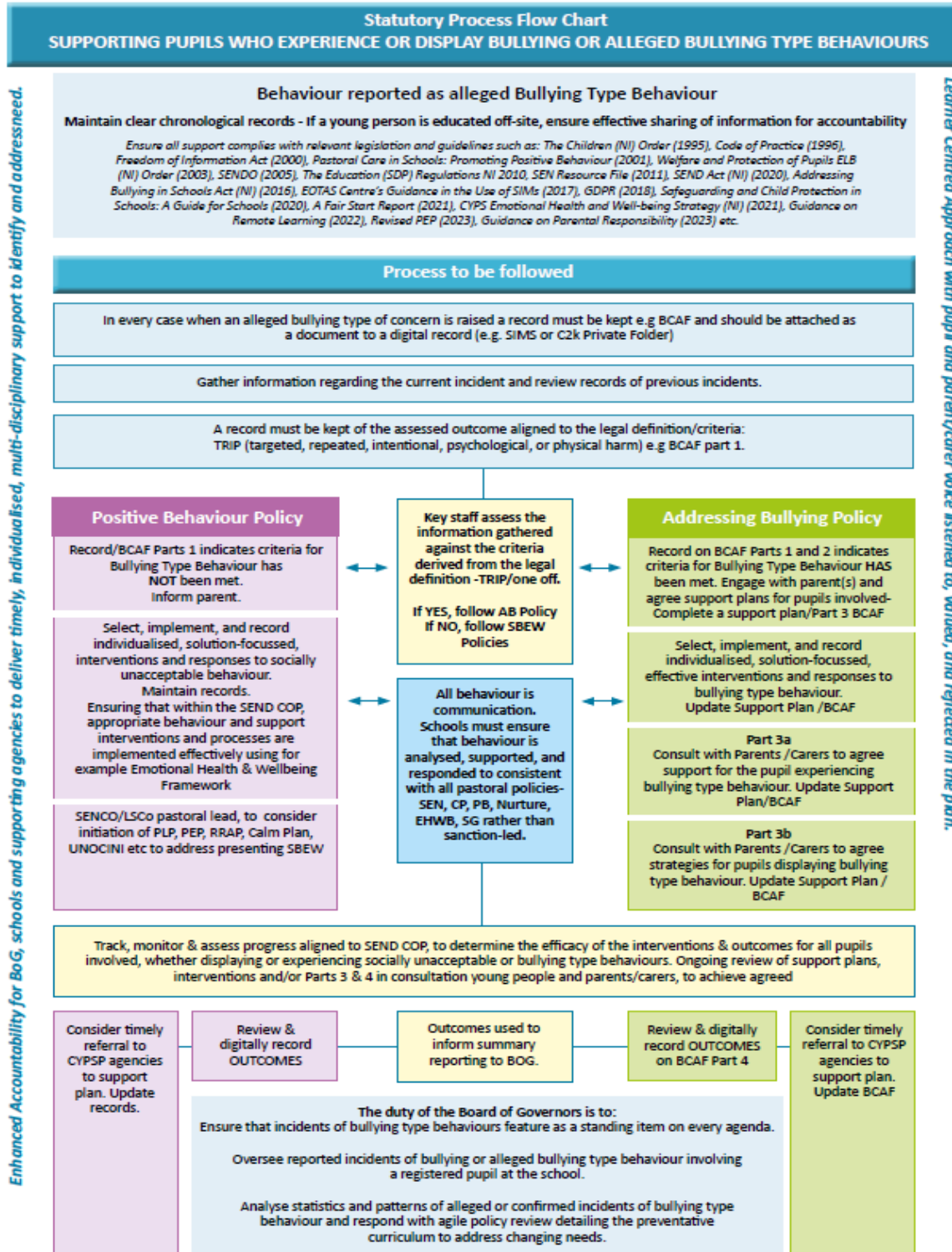
The International Context

[United Nations Convention on the Rights of the Child](#) (UNCRC)

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)

Appendix 2: Statutory Process Flowchart



Appendix 3: Bullying Concern Assessment Form (BCAF)

Ref No.	
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<i>Date of Incident – if known</i>	<i>Date of Reporting</i>

Pupils Involved	Role	Incident Date	Gender	DOB	Year and Reg

Incident	Comments
Bullying Concern	

*PART 1 - Assessment of Concern**Date:*

Addressing Bullying in Schools Act (Northern Ireland) 2016 defines bullying as follows:

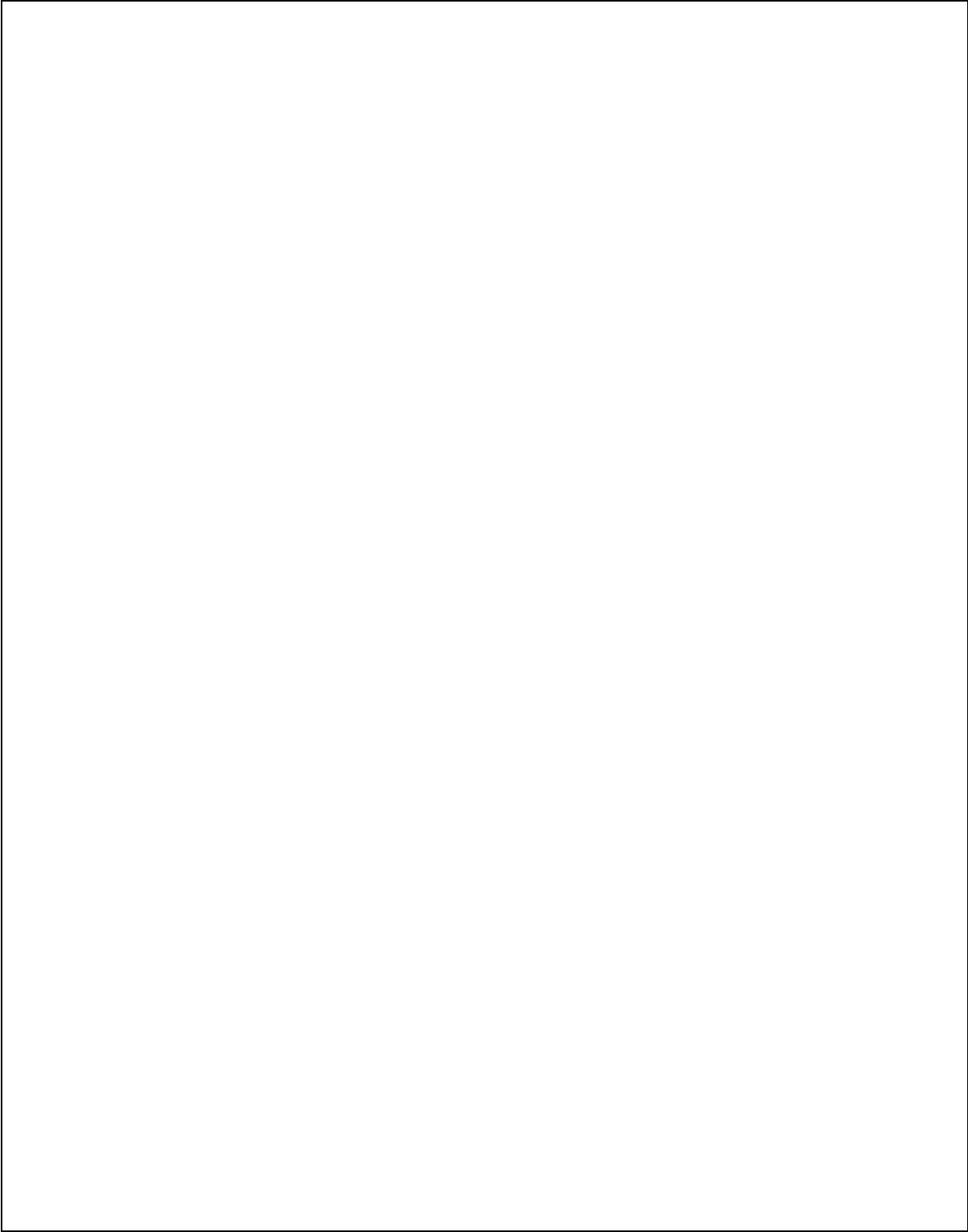
“bullying” includes (but is not limited to) the repeated use of —

- (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.

	Name(s)	Gender	DOB/Year Group
Person(s) reporting concern			
Staff member to whom it was reported			
Name of pupil(s) experiencing alleged bullying behaviour			
Name of Pupil(s) demonstrating alleged bullying behaviour			
Check records for previously recorded incidents			

Please use this page to expand on any details from Page 1



Outline of incident(s): Attach all written accounts/drawings of incident(s) completed by targeted pupil, witnesses (i.e. other pupils, staff) including date(s) of events, if known.

[illegible]

Please use this page to expand on any details from Page 3

Socially unacceptable behaviour becomes bullying behaviour when, on the basis of the information gathered, the criteria listed below have been met: The school will treat any incident which meets these criteria as bullying behaviours.		
	Yes	No
Is the behaviour intentional?		
Is the behaviour targeted at a specific pupil or group of pupils?		
Is the behaviour repeated?		
Is the behaviour causing physical or emotional harm?		
Does the behaviour involve omission? (*may not always be present)		
Is there a potential 'imbalance of power? (*may not always be present)		

One-off Incident

When determining whether a one-off incident may be classified as bullying, the school shall take into consideration the following criteria and use the information gathered to inform and guide the decision making process:	
Criteria:	Information gathered:
severity and significance of the incident	
evidence of pre-meditation	
Significant level of physical/emotional impact on individual/s	
Significant level of impact on wider school community	
Status/nature of previous relationships between those involved	
Records exist of previous incidents involving the individuals	

YES the above criteria have been met and bullying behaviour has occurred.	NO the above criteria have not been met and bullying behaviour has not occurred.
The criteria having been met, proceed to complete Part 2 of this Bullying Concern Assessment Form	The criteria having not been met, proceed to record the details in the Behaviour Incident section of this Behaviour Management Module. Refer to the Positive Behaviour Policy of your school, continue to track and monitor to ensure the behaviour does not escalate .

			Yes		No	
Agreed by:						
Signature		Designation			Date	

If this did not meet TRIP Criteria, how will this incident(s) be managed:

Child Protection & Safeguarding Policy	
Relational Learning Policy	
Other:	

It may be helpful to detail the rationale for why TRIP Criteria was/was not met:

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Other contextual concerns / observations that may be relevant:

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PART 2**2:1 Who was targeted by this behaviour?**

Select one or more of the following:

Individual to individual 1:1		Group to individual	
Individual to group		Group to group	

2.2 In what way did the bullying behaviour present?

Select one or more of the following:

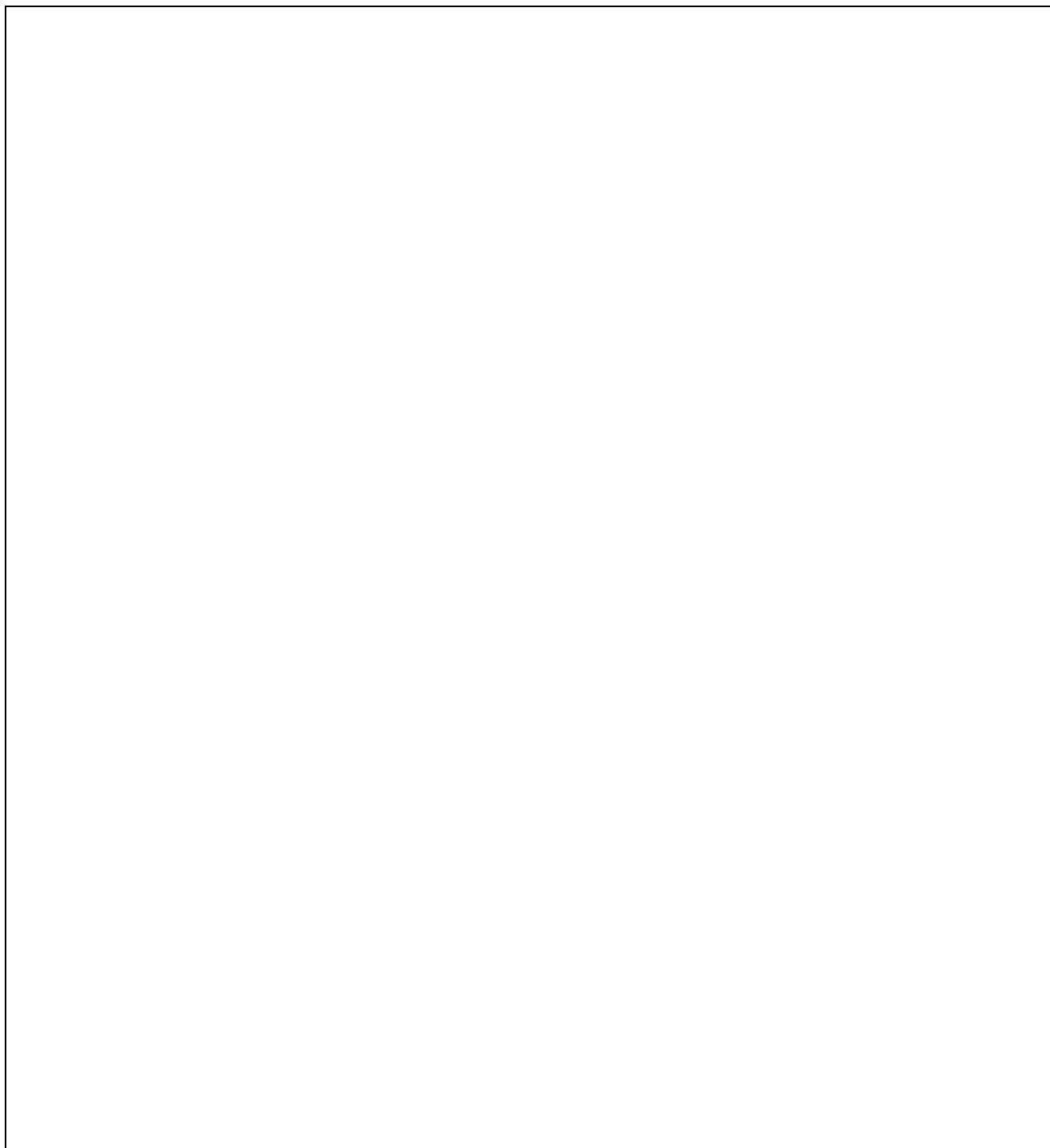
	Physical (includes for example, jostling, physical intimidation, interfering with personal property, punching/kicking)
	Any other physical contact which may include use of weapons)
	Verbal (includes name calling, insults, jokes, threats, spreading rumours)
	Indirect (includes omission, isolation, refusal to work with/talk to/play with/help others)
	Electronic (through technology such as mobile phones and internet)
	Written
	Other Acts Please specify: _____

2.3 Motivation (underlying themes): this is not a definitive list

Select one or more of the following:

	Age
	Appearance
	Cultural
	Religion

	Political Affiliation
	Community background
	Gender Identity
	Sexual Orientation
	Family Circumstance (pregnancy, marital status, young carer status)
	Looked After Status (LAC)
	Peer Relationship Breakdown
	Disability (related to a perceived or actual disability)
	Ability
	Pregnancy
	Race
	Not known
	Other:
Please use this page to expand on any details from Page 7	



Part 3a

RECORD OF SUPPORT AND INTERVENTIONS FOR PUPIL EXPERIENCING BULLYING BEHAVIOUR:

Pupil Name:

Year Group/Class:

REFER TO SCHOOL ANTI-BULLYING POLICY AND TO LEVEL 1-4 INTERVENTIONS IN EFFECTIVE RESPONSES TO BULLYING BEHAVIOUR

Parent/ carer informed:

Date:

By whom:

Staff Involved:

Date	Stage on Code of Practice	Intervention	Success Criteria	Action taken by whom and when	Outcomes of Intervention	Review

Record of participation in planning for interventions

Pupil:

Parent/carer:

Other Agencies:

Continue to track interventions until an **agreed** satisfactory outcome has been achieved

Part 3b – Add copies of Part 3b, as required, if there is +1 PDBB

RECORD OF SUPPORT AND INTERVENTIONS FOR PUPIL DISPLAYING BULLYING BEHAVIOUR:

Pupil Name:

Year Group/Class:

REFER TO SCHOOL ANTI-BULLYING POLICY AND TO LEVEL 1-4 INTERVENTIONS IN EFFECTIVE RESPONSES TO BULLYING BEHAVIOUR

Parent/ carer informed:

Date:

By whom:

Staff Involved:

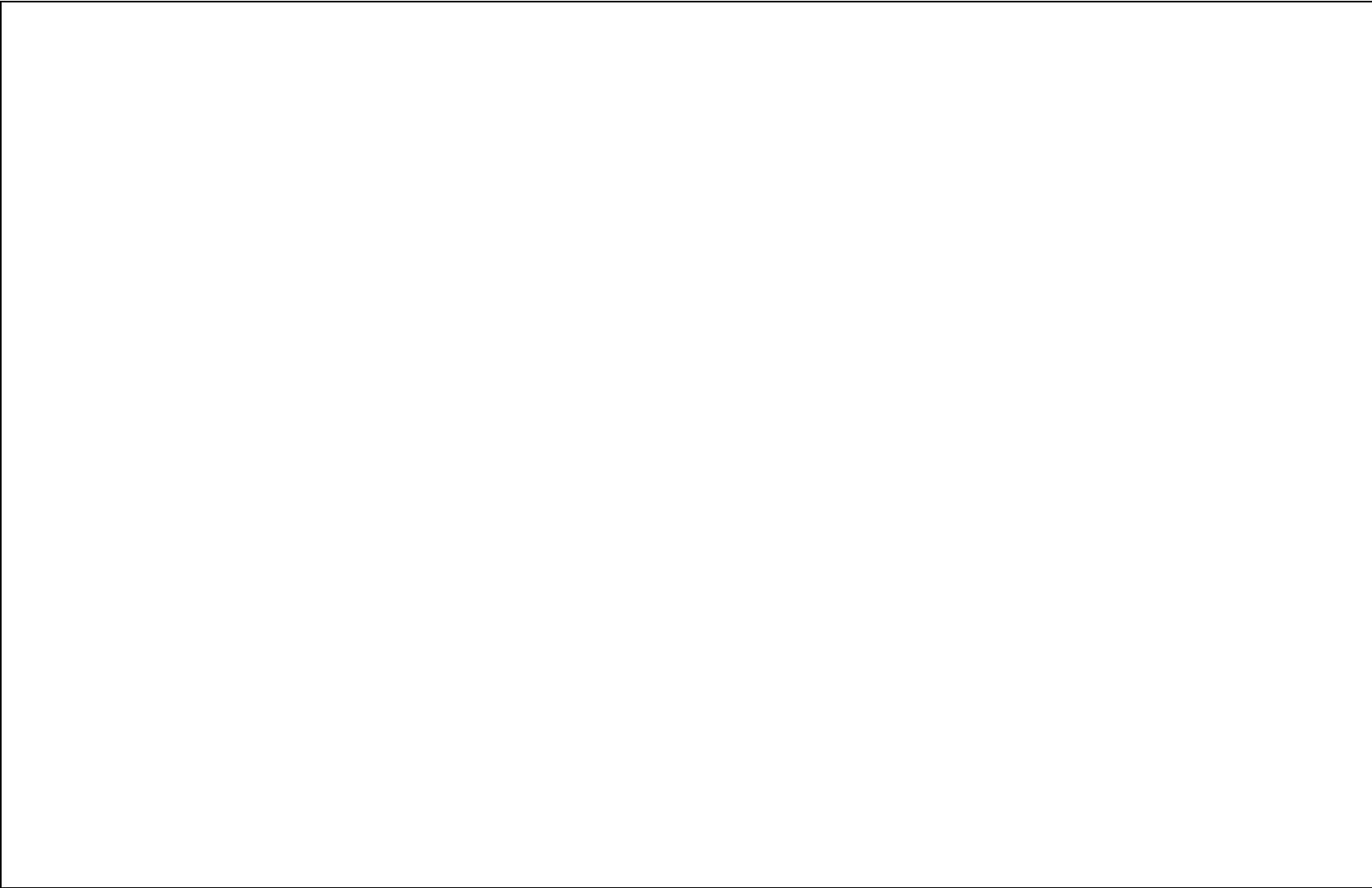
Date	Stage on Code of Practice	Type of Intervention	Success Criteria	Action taken by whom and when	Outcome of Intervention	Review

Record of participation in planning for interventions
Pupil:
Parent/carer:
Other Agencies:

Continue to track interventions until an **agreed** satisfactory outcome has been achieved

Please use this page to expand on any details from Page 9 &10

Monitoring, discussions, conclusions – please add extra pages if required



PART 4 - REVIEW OF BULLYING CONCERN AND ACTIONS TO DATE	
Date of Review Meeting:	
4a- Following the Review Meeting, to what extent have the success criteria been met?	
Fully	
Partially	
Further Intervention/Support required	
Give details:	
Part 4b- If the success criteria have not been met, continue to:	
Re-assess Level of Interventions and implement other strategies from an appropriate level	
Track, monitor and review the outcomes of further intervention	
Keep under review the Stage of Code of Practice each pupil is on	

Follow Safeguarding Policy	
Seek multi-agency input (EA, Health and Social Services, etc.)	
Engage with Board of Governors	

Agreed by:

Name	Date	Designation Pupil, Parent, Staff	Discussion / Phonecall / Meeting

Returned

Vice-Principal

Date

Appendix 4: Effective Responses, Support, and Intervention Levels 1 & 2

This list is not exhaustive and supports implemented are specific to each individual pupil.

Interventions are proportionate, supportive and solution focused. This should be viewed as a 'menu' of interventions, depending upon the context of each situation.

Level 1: Interventions at Level 1 are designed to support pupils experiencing and/or displaying socially unacceptable or bullying-type behaviours. These interventions should be taken forward while listening to, supporting, and strengthening relationships with and between the pupils involved. • Schedule a solution focussed meeting with parents/carers of the child experiencing or displaying • Meet with pupils involved • Review SEND CoP and the potential requirement for IEP to address needs e.g. SBEW, ASD, MLD, ADHD • Refer, align and link to existing support plans e.g. Individual Education Plan (IEP), Risk Reduction and Action Plan (RRAP), Risk Assessment and Management Plan (RAMP), Child Looked After Personal Education Plan (PEP), Boxall Profile. • Explore the concept of bullying type behaviour through resources e.g. ABSIT Information Leaflets • Co-create, agree, and implement a plan focused on identifying signals of dysregulation and any potential triggers • Co-create, agree, and implement a Safety Plan • Complete and/or review additional assessments to build a picture of SBEW needs e.g. GL PASS, Boxall • Explore friendship as a concept • Develop social skills/stories and additional emotional literacy sessions	Level 2: Interventions at Level 2 are in addition to those at Level 1 but may involve a shift from individual support to group or whole class interventions. The need for group work around behaviour, could reflect potential escalation and a wider impact. • Assign key adult(s) to facilitate ongoing group engagement, check-ins, and reflection • Consider access to nurture support, post primary well-being hub etc to support SBEW needs – RFI – EA, LIT Referral • Review SEND CoP and the potential requirement for IEP to address needs e.g. SBEW, ASD, MLD, ADHD • Refer, align and link to existing support plans e.g. Individual Education Plan (IEP), Risk Reduction and Action Plan (RRAP), Risk, Safety Plan • Dynamic Risk Assessment & Management Plan – this may take the form of verbal / electronic communication, responding to an emerging situation • Assessment and Management Plan (RAMP), Child Looked After Personal Education Plan (PEP) etc • Scaffold pupil experience to help build new relationships/ friendships e.g. flexible groupings, seating plans. See 'Good Practice Advice & Guidance for Schools Receiving Newcomers Including Pupils Seeking Asylum' document • Create, agree, and embed additional positive group expectations and routines • Use restorative practices, group mediation and conflict resolution approaches (ERtBB)
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• Enhance structure during unstructured time e.g. clubs, jobs, supervised safe spaces, zoned areas, breakfast clubs etc. • Explicitly teach positive expectations • Make alternative arrangements for travelling to and from school (ERtBB) • Create activities, clubs, and events to grow social communication skills • Review transition planning and pupil support across phases, year groups, schools • Use 'Circle of Friends' activity (ERtBB) • Use reflective scripts and approaches to respond, resolve and restore wellbeing e.g. Restorative Question prompts, Worth a rethink activity, Rights Respecting script (ERtBB) • Other, as appropriate to needs of the pupil	• Partner with positive role model(s) to reaffirm socially acceptable and upstander behaviour • Provide access to School Counselling or other therapeutic service • Provide opportunities for pupils to experience additional responsibility, building sense of belonging and self esteem • Consider referral to community-based organisations e.g. mentoring programmes • Build group awareness of bystander and upstander behaviours • Use reflective scripts and approaches to respond, resolve and restore wellbeing e.g. Support Group Method, solution focused approach (ERtBB) • Consider referral to Family Support Hub • Consider referral to EA services for advice • Develop a support network to scaffold pupil(s) in school e.g. supportive adults around the pupil, seek help/support • Facilitate intervention sessions regarding on-line behaviour and safety e.g. resources on SBNI hub and Safer Schools App • Safety Plan – template provided by CPSS • Introduce enhanced social skills sessions to scaffold positively framed expectations and routines • Introduce further group interventions focused on emotional well-being/literacy, resilience approaches, social thinking programmes • Use targeted small group circle time, Circle of Friends (ERtBB) • Other. Select further supports and interventions from Level 1 strategies or other resources (see Level 1 for list)
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Effective Responses, Support, and Intervention Levels 3 and 4

This list is not exhaustive and supports implemented are specific to each individual pupil.

Interventions are proportionate, supportive and solution focused. This should be viewed as a 'menu' of interventions, depending upon the context of each situation.

Level 3: Interventions at Level 3 are in addition to those at levels 1 and 2 and address bullying type behaviour that may be more sustained, complex and with increased risk to those involved. Responses at this level are led by Senior Pastoral, Safeguarding and SEND staff working with pupils, parents/carers, and relevant agencies to agree supports under review. • Arrange and contribute to a multi-disciplinary meeting to inform ongoing support and intervention with allied professionals • Consider RFI referral • Review SEND CoP, update IEP to address SEND/SBEW needs, and consider emergency Annual Review as appropriate • Refer, align and link to existing support plans e.g. Individual Education Plan (IEP), Risk Reduction and Action Plan (RRAP) • Risk Assessment and Management Plan (RAMP), Child Looked After Personal Education Plan (PEP) etc • Safety Plan – template provided by CPSS • Regular check-ins with a trusted adult or supportive adults around the pupil • Use multi-stage strategies and approaches with groups and/or individual pupils e.g. PIKAS method of Shared Concern (ERTBB) • Complete, agree and share a Risk Reduction Action Plan (RRAP) in the context of other support planning e.g. CSE or Forensic RAMP, IEP, UNOCINI etc • Complete a referral and engage with external agencies to facilitate an agreed intervention programme • Consider/make additional referral to community-based organisations e.g. CYPSP Partners, mentoring programmes	Level 4: Bullying type behaviours assessed at Level 4 are complex, significant, and involve a threat to the safety and welfare of the pupils involved. Incidents at this level must be assessed in relation to the risk posed to any/all the pupils involved. As such, the school's Safeguarding and Child Protection Policy and procedures must be applied. Responses continue to be led by Senior Pastoral, Safeguarding and SEND staff working with pupils, parents/carers, relevant agencies, and Board of Governors to agree supports and implementation. Interventions at level 4 are in addition to those in levels 1-3. • Continue in the context of multi-agency advice and planning to reflect, respond, resolve, and restore in relation to ongoing concerns, with trusted adult(s) and/or mentor(s) • Review Risk Reduction and Action Plan and implement strategies to prevent triggers impacting • Review SEND CoP, update IEP to address SEND/SBEW needs and initiate emergency Annual Review if appropriate • Refer, align and link to existing support plans e.g. Pupil Learning Plan (IEP), Risk Reduction and Action Plan (RRAP), Risk Assessment and Management Plan (RAMP), Child Looked After Personal Education Plan (PEP) etc • Ensure compliance with current DE guidelines and safeguarding
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• Use restorative conferences, prepared restorative conversations, one to one restorative session templates and/or adapted restorative questions for students with complex needs • Facilitate additional one to one session focusing on emotional wellbeing/literacy/resilience • Contact EA services for further advice and guidance • Facilitate additional one to one intervention programme to teach and model the importance of empathy and kindness towards others • Facilitate additional one to one session with a focus on self-regulation and social communication • Facilitate intervention sessions regarding on-line behaviour and e-safety e.g. see resources on SBNI hub and Safer Schools App • Make reasonable adjustments to support de-escalation, inclusion, and pupil SEND/SBEW needs • Provide opportunities to work one to one with a supportive adult • Provide targeted support to scaffold appropriate friendships/relationships • Refer to Education Welfare Service where attendance is impacted and EWS thresholds are met • Complete a referral and engage with EA services to facilitate an agreed intervention programme • Other. Select further supports and interventions from Level 1 and 2 strategies or other resources e.g. SEN Resource File, Boxall, Emotional Health and Well-being Framework, Trauma Informed, IES Newcomer Good Practice Guidance, Putting Care into Education etc.	requirements when considering suspension based on risk with the understanding that school must plan for inclusion • Initiate/review Child Sexual Exploitation Risk Assessment and Management Plan (RAMP) • Initiate/review of Child Looked After Personal Education Plan (PEP) • Refer to EA services for specialised support e.g. CPSS for advice. • Refer to external agencies for further specialised support e.g. GP, CAMHS, Family Support Hub, PSNI etc • Refer to Independent Counselling Service for Schools (ICSS) • Refer to relevant investigative agencies e.g. PSNI, HSCT, Gateway etc • Complete a UNOCINI. • Further review bullying type concerns alongside other school policies including Safeguarding and Child Protection, Relational Learning, Reasonable Force and Safe Handling, Inclusion and Diversity, and SEND Policies that are aligned to current legislative guidance • Evaluate need for specialist provision or exceptional circumstances to aid ongoing support and intervention • Other- Select further supports and interventions from Levels 1-3 strategies or other resources
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Appendix 5: Rights, Roles & Responsibilities

We believe that all members of our school community have the right to a safe, supportive, learning environment. We all have a role and responsibility to prevent and address bullying type behaviour.

Staff Rights, Roles & Responsibilities	Children & Young People's Rights, Roles & Responsibilities	Parent/Carer's Rights, Roles & Responsibilities
Rights: • To work in an environment that promotes a culture of mutual respect, equality of opportunity and inclusion. • Safe and secure working environment with appropriate training to meet the needs of the young people in their care. • Emotional health and wellbeing promoted and supported by colleagues. • Access to ongoing PD including Addressing Bullying in Schools Act 2016, Addressing Bullying Policy, legislative processes & systems to report, record and respond to all allegations/incidents of bullying type behaviour and wider SBEW training. • Informed, consulted on, and 'have a say' within Addressing Bullying Policy review, preventative curriculum content, support/intervention plans and procedures. • Kept informed and updated in relation to children and young people's progress and wellbeing. • To know the identified individual needs (including SEND and medical needs) of the young people in their care and the support plans to address these needs.	Rights: • Emotional health and wellbeing promoted and supported through a preventative curriculum. • Respected and included within a safe, diverse school community, where they are valued, listened to, and acknowledged by all. • Have equal opportunities and effective partnerships for positive learning and social experiences with school staff, children, and young people. • To support and interventions to address verbal, emotional, psychological, and physical socially unacceptable/bullying type behaviours. • Readily available school safeguarding and SEND policies including Addressing Bullying Policy, clear understanding outlining processes/systems to report, record and respond to allegations/incidents of Bullying Type Behaviour. • Access to pastoral staff to share concerns and discuss appropriate and timely support and intervention, which incorporate SEN, Nurture, Trauma Informed approaches and Restorative Practices etc.	Rights: • Their child/young person receives a quality learning experience. • Their child/young person is taught in a relational, nurturing, and safe environment. • Their child/young person is treated fairly and with respect. • A school environment that promotes effective partnerships and positive relations with school staff. • Readily available school safeguarding and SEND policies including Addressing Bullying Policy, clear understanding outlining processes/systems to report, record and respond to allegations/incidents of Bullying Type Behaviour. • Consulted regarding school policies including Addressing Bullying Policy development and review processes. • As appropriate / required, kept informed and updated about their child's/young person's progress, wellbeing, relevant needs/concerns and/or instances as outlined in the Addressing Bullying Policy. • As appropriate / required, participate in decision making processes that concern their child/young

• Participate in decision making processes that concern them – safeguarding, support/intervention plans (BCAF, IEP, RRAP, Calm Plan), preventative curriculum strategies and behaviour reflection.	• Relational and solution focused support whether displaying or experiencing socially unacceptable/bullying type behaviour. • Individual needs to be addressed through the suite of pastoral/safeguarding policies. • Timely referrals to EA services (e.g. EWS, LITs, CPSS, Educational Psychology) and external organisations, support groups and agencies (e.g. CAMHS, Family Hub, G.P., PSNI, HSCT etc) to address BTB when and where appropriate. • Opportunities for involvement in peer support and/or mentoring.	person – support/intervention plans (BCAF, IEP, RRAP, Safety Plan), preventative curriculum strategies, behaviour reflection and external supports accessed. • Listened to, valued, respected, and responded to sensitively, in line with the Communication Policy
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Staff Rights, Roles & Responsibilities cont'd	Children & Young People's Rights, Roles & Responsibilities cont'd	Parent/Carer's Rights, Roles & Responsibilities cont'd
<i>Roles & Responsibilities:</i> • Safeguard and promote the welfare of all children and young people. • Encourage socially acceptable behaviour within an inclusive, empathetic whole school environment. • Create opportunities to celebrate success, diversity, and equality to create a positive ethos. • Plan and deliver an ongoing preventative curriculum, which is updated to address need. • Act in a professional manner to model, teach and develop children/young people's interpersonal and emotional skills. • Undertake Addressing Bullying in Schools training and support as part of PD. • Co-develop, implement, and promote your Addressing Bullying Policy to enable easy access for all clear understanding of processes/systems for all and an opportunity to seek clarification from Pastoral lead staff if necessary. • Review your Addressing Bullying Policy with all stakeholders within your school community, at least every 4 years or in response to concerns raised/need. • Keep records of Bullying Type Behaviour allegations and incidents using the Bullying Concern Assessment Form (BCAF). • Build effective partnerships and positive relations with and between children, young people, parents/carers and staff (including explicit approaches to connect with vulnerable and hard-to-reach families).	<i>Roles & Responsibilities:</i> • Report allegations and/or bullying type concerns via the designated channels and platforms e.g. talk to a trusted adult or through confidential digital platforms. • Request and engage with appropriate support both within and outside school via e.g. the designated staff member as outlined in the Addressing Bullying Policy. • Contribute to learning and personal development targets on the e.g. BCAF, IEP, RRAP with support. • Endeavor to constructively engage with reflection, support and intervention offered. • Act in a respectful, kind, empathetic manner i.e. <i>Pupils don't have to be friends with everyone but have to be friendly.</i> • Reflect on, assess, and review individual progress with school staff, parents/guardians, and external supports in context of appropriate support plans e.g. BCAF, IEP, RRAP.	<i>Roles & Responsibilities:</i> • Raise concerns with staff in a timely and appropriate manner, using the school's reporting system as outlined in their Addressing Bullying Policy. • Respond timely to staff communications regarding bullying type concerns. • Attend support and intervention meetings to agree next steps and plans moving forward. • Support the implementation of agreed plans e.g. BCAF, Safety Plan, IEP, RRAP. • Communicate directly with school using agreed channels, respecting the needs and confidentiality of all involved. • Encourage their child/young person to model the school's ethos and values. • Engage with wider services and agencies to support you child or young person as required. • Refer any concerns regarding the school management of bullying type concerns through the school complaints procedure. • Support the solution-focused, restorative ethos of the Addressing Bullying Policy.

• Take timely and appropriate action to address children, young people, parent/carer, and staff concerns. • Use relational and evidence informed approaches e.g. SEN, Nurture, Trauma Informed and Restorative Practice etc to support all interventions for both those displaying and experiencing socially unacceptable/bullying type behaviour. • Address individual needs through the suite of pastoral/safeguarding/SEND policies. • Work in partnership with and make timely referrals to EA services (e.g. EWS, LITs, CPSS, Educational Psychology) and external organisations, support groups and agencies (e.g. CAMHS, Family Hub, G.P., PSNI, HSCT etc) to address BTB when and where appropriate. • Maintain effective communication using agreed and appropriate channels with and between pupils, parents/carers, colleagues and Board of Governors.		
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Appendix 6: Education Authority ABSIT Guides



Addressing Bullying Type Behaviour in Schools

PARENT GUIDE



What is Bullying Type Behaviour?

The Addressing Bullying in Schools Act 2016 (NI)

Bullying type behaviour exists in all communities including schools. To respond to this, a new law commenced on 1st September 2021 in Northern Ireland. It provides schools with one legal definition to assess all reported alleged incidents of bullying type behaviour in schools.

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."

To support a relational and solution focused approach, we no longer use the words 'bully' or 'victim'.

Instead we talk about:
'pupil displaying bullying type behaviour'
 AND
'pupil experiencing bullying type behaviour'.

Behaviour that does not meet TRIP 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 effectively.

Signs that my child could be experiencing bullying type behaviour

Your child may behave differently or show some of the following signs if experiencing bullying type behaviour.



-  Refuses to go to school
-  Sudden loss of friends
-  Difficulty sleeping
-  Repeated physical injuries
-  Loss of appetite
-  Low mood
-  Avoids social interaction
-  Declining academic performance

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 pupils involved.

Staff will assess the reported incident using TRIP criteria and identify appropriate interventions aimed at repairing relationships.

Socially unacceptable behaviour becomes bullying type behaviour when, on the basis of the information gathered, TRIP criteria are confirmed:

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

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

Intentional
 When the behaviour is deliberately **INTENDED** to cause harm.

Psychological/Physical
 When the behaviour causes **PSYCHOLOGICAL, EMOTIONAL or PHYSICAL** harm.

A significant **One-off Incident** can be considered bullying type behaviour if included in the school policy e.g. where a digital communication has been intentionally shared widely to cause harm.

Preventative Measures

Schools aim to create and maintain a safe, nurturing, learning environment. Measures are put in place to protect and support those children and young people experiencing or displaying bullying type behaviour to tackle the problem effectively.

All members of the school community have a responsibility to prevent and address bullying type behaviour, whether in person and/or online, as outlined in the school Addressing Bullying Type Behaviour Policy.

School staff work with pupils, parents and carers to agree a relational, solution focused plan to support those experiencing the behaviour and a separate plan for those displaying the behaviour.

The legislation enables schools to address online bullying type behaviours occurring outside school, and/or on the journey to and from school where there is impact on the child's learning.

How do I report my concern?

- Reporting procedures are outlined in your school policy. Report your concern as soon as possible.
- Arrange an appointment to meet pastoral staff.
- Outline details of your concern and give staff time to gather information and consider supports.

Details of concern are shared

Staff record the concern electronically e.g. may complete a Bullying Concern Assessment Form (BCAF) for all pupils involved.

Behaviour assessed against the legal definition and TRIP criteria activated. Parents/Carers informed.

Legal definition of bullying type behaviour NOT met

Legal definition of bullying type behaviour IS met

Socially unacceptable behaviour is supported using e.g. Positive Behaviour Policy and safeguarding Policy.

Bullying type behaviour is supported using Addressing Bullying in School Policy.

Relational supports for all pupils involved are agreed, implemented, tracked and reviewed to determine if the situation has improved or if further support is required that may involve other agencies.

What should I do if my child is experiencing bullying type behaviour?

- Stay calm, listen and reassure your child.
- Report concerns to school staff directly.
- Agree a support plan with staff and your child.
- Review and amend the plan with your child and school staff in response to outcome at agreed intervals.

Imbalance of Power, Motivation and Methods

Imbalance of Power

When TRIP is fully evidenced, schools can consider the non statutory, **imbalance of power**, as a criteria to confirm their decision.

Motivation

Bullying type behaviour in school usually involves a breakdown in peer relationships. Motivation can be related to vulnerable, or minority groups based on e.g. race, religion, gender identity, sexual orientation, (dis)ability, age, appearance, child looked after (CLA), community background, cultural, family circumstances and political affiliation.

Method

Bullying type behaviour can present as relational, verbal or physical and can take place online or offline.

Be aware that only the Northern Ireland legal definition applies to our schools. Further information and advice.






www.education-ni.gov.uk/
publications/addressing-bullying-schools-act



https://safer-schools-ni.co.uk/






Text-a-Nurse | HSC Public Health Agency (hscni.net)



Youth Wellbeing Web - Children and Young People's Strategic Partnership (CYPS) (hscni.net)



Addressing Bullying Type Behaviour in Schools

POST PRIMARY



What is Bullying Type Behaviour?

The Addressing Bullying in Schools Act 2015 (NIS)

Bullying type behaviour exists in all communities including schools. To respond to this, a new law commenced on 1st September 2023 in Northern Ireland. It provides schools with one legal definition to assess all reported alleged incidents of bullying type behaviour in schools.

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."

To support a relational and solution focused approach, we no longer use the words 'bully' or 'victim'.

Instead we talk about:
'pupil displaying bullying type behaviour'
 AND
'pupil experiencing bullying type behaviour'.

Behaviour that does not meet TRIP 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 effectively.

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 pupils involved.

Staff will assess the reported incident using TRIP criteria and identify appropriate interventions aimed at repairing relationships.

Socially unacceptable behaviour becomes bullying type behaviour when, on the basis of the information gathered, TRIP criteria are confirmed:

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

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

Intentional
 When the behaviour is deliberately INTENDED to cause harm.

Psychological/Physical
 When the behaviour causes PSYCHOLOGICAL, EMOTIONAL or PHYSICAL harm.

A significant One-off incident can be considered bullying type behaviour if included in the school policy e.g. where a digital communication has been intentionally shared widely to cause harm.

Why does bullying type behaviour happen?

Bullying type behaviour in school usually involves a breakdown in peer relationships. Motivation can be related to vulnerable, or minority groups based on e.g. race, religion, gender identity, sexual orientation, (dis)ability, age, appearance, child looked after (CLA), community background, cultural, family circumstances and political affiliation.

How might bullying type behaviour present?

Bullying type behaviour can present as relational, verbal, or physical and can take place online and offline.

Imbalance of Power

When assessing a concern, schools can consider if some pupils involved appear more powerful than others.

What to do if you need help?

Speak to an Adult You Trust
 Speak to a family member, Form Tutor, Head of Year, Head of Pastoral Care or other safe adult who will listen and agree a support plan.

Keep a Record
 Keep a record of what's been going on. Report inappropriate online communication to the social media company and block the user. Don't reply.

Identify opportunities to meet new friends. Try morning, lunch or after school activities.
 You may want to contact a free, confidential helpline e.g. Childline 0800 11 11

Stay Positive
 You have done the right thing in coming forward.
 Focus on the positives in your life.
 Celebrate your unique qualities.
 Find healthy ways to relieve stress such as exercise, meditation, positive self-talk, join a sports club and do things you enjoy.

Other things to do in school:
 Speak to your student council about setting up a peer support scheme; or a student diversity, equity and inclusion committee.







What will happen when I report my concern?

Pupils can report concerns confidentially. Staff will support concerns relationally in line with statutory guidance.

Concerns are reported to school staff.

Staff gather information and record the concern digitally e.g. they may use a Bullying Concern Assessment Form (BCAF).

The legal definition and TRIP criteria used to assess behaviour. Parents/Carers consulted.

Legal definition of bullying type behaviour NOT met.

Legal definition of bullying type behaviour IS met.

Socially unacceptable behaviour identified is supported using Positive

Behaviour, Safeguarding and Pastoral Policies.

Bullying type behaviour identified and supported using the school Addressing Bullying Policy.

Solution orientated supports for all pupils involved agreed, implemented, tracked and reviewed to determine if the situation has improved or if further support is required that may involve other agencies.

If a friend shares that they are being bullied?

Thank your friend for trusting you and listen without interruption.

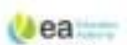
Mirroring. Focus solely on what you are being told and show you are listening without giving your opinion.

Use Body Language. e.g. nod, make eye contact to show you are listening.

Ask questions and don't rush the conversation as it is important that your friend feels heard and supported.

Approach a staff member if you are concerned about your friend's safety and wellbeing. Encourage them to speak to an appropriate adult.

Be aware that only the Northern Ireland legal definition applies to our schools. Further information and advice.









www.education-ni.gov.uk/publications/publications/bullying-in-schools



www.saferschoolsni.org.uk



Appendix 7 - Reporting to Board of Governors Pro-forma**Addressing Bullying in Schools Act (NI) 2016: Reporting to Board of Governors Pro-forma**

Reporting timeframe and date e.g. Term 1 2024-25 _____

Staff member reporting _____ Date of meeting _____

Number of allegations of bullying type behaviour	
Number of cases that did not meet TRIP criteria	
Number of cases that met TRIP criteria	
Number of cases ongoing following confirmation of TRIP criteria	
Number of cases resolved following confirmation of TRIP criteria	
Identified methods of confirmed bullying type behaviour and number of each e.g. Physical - 3	
Potential motivation for bullying type behaviour and number of each identified e.g. Racism - 2	
Support and interventions in place for both pupils displaying and experiencing bullying type behaviour. (Yes/No)	
Emerging trends identified and how these are being responded to.	

Areas identified as priority for School Development Planning.

