

Board of Management

Scoil Bhríde, Cill Bhríde

Clonee, Co. Meath.

Telephone/Fax: 01-8216359/01-8220593

Email: info@scoilbhridens.ie

Web: http://www.scoilbhridens.ie

Roll No: 168250



Anti-Bullying Policy

1. In accordance with the requirements of the Education (Welfare) Act 2000 and the code of behaviour guidelines issued by the NEWB, the Board of Management of Scoil Bhríde has **adopted the following anti-bullying policy** within the framework of the school's overall code of behaviour. This policy fully complies with the requirements of the Anti-Bullying Procedures for Primary and Post-Primary Schools which were published in September 2013.

2. The Board of Management recognises the very serious nature of bullying and the negative impact that it can have on the lives of pupils and is therefore fully committed to the following **key principles of best practice** in preventing and tackling bullying behaviour:

(a) A positive school culture and climate which

- is welcoming of difference and diversity and is based on inclusivity.
- encourages pupils to disclose and discuss incidents of bullying behaviour in a non-threatening environment; and
- promotes respectful relationships across the school community.

Key elements of a positive school culture and climate

The School

- acknowledges the right of each member of the school to enjoy school in a secure environment.
- acknowledges the uniqueness of each individual and his/her worth as a human being.
- promotes positive habits of self-respect, self-discipline and responsibility among all its members.
- prohibits vulgar, offensive, sectarian or other aggressive behaviour or language by any of its members.

- has a clear commitment to promoting equity in general and gender equity in particular in all aspect of its functioning.
- has the capacity to change in response to pupils' needs.
- identifies aspects of the curriculum through which positive and lasting influences can be exerted towards forming pupils' attitudes and values.
- takes particular care of "at risk" pupils and uses its monitoring system to facilitate early intervention where necessary and it responds to the needs, fears or anxieties of individual members in a sensitive manner.
- recognises the need to work in partnership with and keep parents informed on procedures to improve relationships on a school-wide basis.
- recognises the role of parents in equipping the pupil with a range of life skills.
- recognises the role of other community agencies in preventing and dealing with bullying.
- promotes habits of mutual respect, courtesy and an awareness of the interdependence of people in groups and communities.
- promotes qualities of social responsibility, tolerance and understanding among all its members both in school and out of school.
- Staff members share a collegiate responsibility, under the direction of the Principal, to act in preventing bullying/aggressive behaviour by any member of the school community.

(b) Effective leadership

(c) A school-wide approach

(d) A shared understanding of what bullying is and its impact

(e) Implementation of education and prevention strategies (including awareness raising measures) that-

- build empathy, respect and resilience in pupils; and
- explicitly address the issues of cyber-bullying and identity-based bullying including in particular, homophobic and trans-phobic bullying.

(f) Effective supervision and monitoring of pupils

(g) Supports for staff

(h) Consistent recording, investigation and follow up of bullying behaviour (including use of established intervention strategies); and

(i) On-going evaluation of the effectiveness of the anti-bullying policy.

3. In accordance with the *Anti-Bullying Procedures for Primary and Post-Primary Schools* bullying is defined as follows:

Bullying is unwanted negative behaviour, verbal, psychological or physical conducted, by an individual or group against another person (or persons) and which is repeated over time.

The following types of bullying behaviour are included in the definition of bullying:

- deliberate exclusion, malicious gossip and other forms of relational bullying,
- cyber-bullying and
- identity-based bullying such as homophobic bullying, racist bullying, bullying based on a person's membership of the Traveller community and bullying of those with disabilities or special educational needs.

Isolated or once-off incidents of intentional negative behaviour, including a once-off offensive or hurtful text message or other private messaging, do not fall within the definition of bullying and will be dealt with, as appropriate, in accordance with the school's code of behaviour.

However, in the context of this policy, placing a once-off offensive or hurtful public message, image or statement on a social network site or other public forum where that message, image or statement can be viewed and/or repeated by other people will be regarded as bullying behaviour.

Negative behaviour that does not meet this definition of bullying will be dealt with in accordance with the school's code of behaviour.

Examples of bullying behaviours	
General behaviours which apply to all types of bullying	<ul style="list-style-type: none"> • Harassment based on any of the nine grounds in the equality legislation e.g., sexual harassment, homophobic bullying, racist bullying etc. • Physical aggression • Damage to property • Name calling • Slagging • The production, display or circulation of written words, pictures or other materials aimed at intimidating another person. • Offensive graffiti • Extortion • Intimidation • Insulting or offensive gestures • The "look" • Invasion of personal space • A combination of any of the types listed. • Exclusion
Cyber	<ul style="list-style-type: none"> • Denigration: Spreading rumors, lies or gossip to hurt a person's reputation • Harassment: Continually sending vicious, mean or disturbing messages to an individual • Impersonation: Posting offensive or aggressive messages under another person's name • Flaming: Using inflammatory or vulgar words to provoke an online fight

	<ul style="list-style-type: none"> • Trickery: Fooling someone into sharing personal information which you then post online • Outing: Posting or sharing confidential or compromising information or images • Exclusion: Purposefully excluding someone from an online group • Cyber stalking: Ongoing harassment and denigration that causes a person considerable fear for his/her safety. • Silent telephone/mobile phone call • Abusive telephone/mobile phone calls • Abusive text messages • Abusive email • Abusive communication on social networks e.g., Snapchat, Instagram, WhatsApp, Facebook/Ask.fm/ Twitter/You Tube or on games consoles • Unwanted negative behaviour, including exclusion, when using group chat on any social media or games console. • Encouraging others to send or share negative posts to others. • Sexting: Sending or receiving sexually explicit photos or videos by text or message or other digital technologies. Posting, viewing, or sharing inappropriate images of oneself or others. • Abusive website comments/Blogs/Pictures • Abusive posts on any form of communication technology
Identity Based Behaviours Including any of the nine discriminatory grounds mentioned in Equality Legislation (gender including transgender, civil status, family status, sexual orientation, religion, age, disability, race and membership of the Traveller community).	
Homophobic and Transgender	<ul style="list-style-type: none"> • Spreading rumours about a person's sexual orientation • Taunting a person of a different sexual orientation • Name calling e.g., Gay, queer, lesbian...used in a derogatory manner • Physical intimidation or attacks • Threats
Race, nationality, ethnic background and membership of the Traveller community	<ul style="list-style-type: none"> • Discrimination, prejudice, comments or insults about colour, nationality, culture, social class, religious beliefs, ethnic or traveller background • Exclusion based on any of the above
Relational	<p>This involves manipulating relationships as a means of bullying. Behaviours include:</p> <ul style="list-style-type: none"> • Malicious gossip • Isolation & exclusion • Ignoring • Excluding from the group • Taking someone's friends away. • "Bitching" • Spreading rumours

	<ul style="list-style-type: none"> • Breaking confidence • Talking loud enough so that the victim can hear. • The “look” • Use or terminology such as ‘nerd’ in a derogatory way
Sexual	<ul style="list-style-type: none"> • Unwelcome or inappropriate sexual comments or touching • Harassment • Sexting
Special Educational Needs, Disability	<ul style="list-style-type: none"> • Name calling • Taunting others because of their disability or learning needs. • Taking advantage of some pupils’ vulnerabilities and limited capacity to recognise and defend themselves against bullying. • Taking advantage of some pupils’ vulnerabilities and limited capacity to understand social situations and social cues. • Mimicking a person’s disability • Setting others up for ridicule

The Relevant Teachers in this school are:

- All teachers.
- Any teacher may act as a relevant teacher if circumstances warrant it.

5. The education and prevention strategies in this school are as follows

- A school-wide approach to the fostering of respect for all members of the school community.
- The promotion of the value of diversity to address issues of prejudice and stereotyping and highlight the unacceptability of bullying behaviour.
- The fostering and enhancing of the self-esteem of all our pupils through both curricular and extracurricular activities. Pupils will be provided with opportunities to develop a positive sense of self-worth through formal and informal interactions.
- Whole staff professional development on bullying to ensure that all staff develops an awareness of what bullying is, how it impacts on pupils’ lives and the need to respond to its’ prevention and intervention.
- An annual audit of professional development needs with a view to assessing staff requirements through internal staff knowledge/expertise and external sources
- Professional development with specific focus on the training of the relevant teacher(s) where available
- School wide awareness raising and training on all aspects of bullying, to include pupils, parent(s)/guardian(s) and the wider school community.
- Supervision and monitoring of classrooms, corridors, school grounds, school tour. Non-teaching and ancillary staff will be encouraged to be vigilant and report issues to relevant teachers. Supervision will also apply to monitoring student use of communication technology within the school in accordance with the acceptable use policy.
- The school’s anti-bullying policy is discussed with pupils. It is available on the school website as part of the code of behaviour for current and prospective parent(s)/guardian(s).

- The implementation of per term whole school awareness of the Anti-Bullying Policy. Reference to anti-bullying strategies and appropriate behaviours are made during the morning assembly by the principal/deputy.
- Encourage a culture of telling, with particular emphasis on the importance of bystanders. In that way pupils will gain confidence in 'telling'. This confidence factor is of vital importance. It will be made clear to all pupils that when they report incidents of bullying, they are not considered to be telling tales but are behaving responsibly.
- Ensuring that pupils know who to tell and how to tell, e.g.:
 - Direct approach to teacher at an appropriate time.
 - Hand notes up with homework.
 - Get a parent or guardian to tell.
 - Ensure bystanders understand the importance of telling if they witness or know that bullying is taking place.
- Identify clear protocols to encourage parent(s)/guardian(s) to approach the school if they suspect that their child is being bullied. The protocol is developed in consultation with Parent's representatives on the Board of Management and in consultation with the Parents Council.
- The revision of an Acceptable Use Policy in the school to include the necessary steps to ensure that the access to technology within the school is strictly monitored, as is the pupils' use of mobile phones. (Mobile Phone Policy, 2019)

Implementation of curricula:

- The full implementation of the SPHE, RSE, Stay Safe and Weaving Wellbeing Programmes.
- Continuous Professional Development for staff when and where available in delivering these programmes. (Dec 2017 Stay Safe, September 2018 Weaving Wellbeing, currently researching Restorative Practice Speakers from the PDST for Sep 2021).
- School wide delivery of lessons on bullying from evidence-based programmes, e.g. The revised Stay Safe Programme, The Walk Tall Programme.
- School wide delivery of lessons on **Cyber Bullying**. (Web wise Primary teachers' resources) and **Diversity and Interculturalism**. Additional resources and supports as per of SPHE Policy. (Symantec delivery of cyber-bullying talks to all pupils 2018/19).
- Delivery of the Garda SPHE Programmes at primary level. These lessons, delivered by Community Gardai, cover issues around personal safety and cyber-bullying.
- The school will specifically consider the additional needs of SEN pupils about programme implementation and the development of skills and strategies to enable all pupils to respond appropriately.

Links to other policies

- Code of Behaviour
- Child Safeguarding Statement and Risk Assessment.
- Assembly and Dismissal
- Acceptable Use Policy
- Attendance Policy
- Anti-Cyber Bullying Policy
- Special Education Needs Policy

- S.P.H.E Policy
- R.S.E Policy
- Religion Policy
- Data Protection Policy
- A.U.P Policy
- Mobile Phone Policy

6. Procedures for Investigating and Dealing with Bullying

The primary aim in investigating and dealing with bullying is to resolve any issues and to restore, as far as is practicable, the relationships of the parties involved (rather than to apportion blame).

The school's procedures must be consistent with the following approach.

Every effort will be made to ensure that all involved (including pupils, parent(s)/guardian(s)) understand this approach from the outset.

Reporting bullying behaviour

- Any pupil or parent(s)/guardian(s) may bring a bullying incident to any teacher in the school.
- All reports will be investigated and dealt with by the relevant teacher.
- Teaching and non-teaching staff such as secretary, special needs assistants (SNAs), bus drivers, caretaker, cleaners must report any incidents of bullying behaviour witnessed by them, to the relevant teacher.

Investigating and dealing with incidents

In investigating and dealing with bullying, the (relevant)teacher will exercise his/her professional judgement to determine whether bullying has occurred and how best the situation might be resolved.

- Parent(s)/guardian(s) and pupils are required to co-operate with any investigation and assist the school in resolving any issues and restoring, as far as is practicable, the relationships of the parties involved as quickly as possible.
- Teachers will take a calm, unemotional problem-solving approach.
- Where possible incidents will be investigated outside the classroom situation to ensure the privacy of all involved.
- All interviews will be conducted with sensitivity and with due regard to the rights of all pupils concerned. Pupils who are not directly involved can also provide very useful information in this way.
- When analysing incidents of bullying behaviour, the relevant teacher will seek answers to questions of what, where, when, who and why. This will be done in a calm manner, setting an example in dealing effectively with a conflict in a non-aggressive manner.
- If a group is involved, each member may be interviewed individually at first. Thereafter, all those involved may be met as a group. At the group meeting, each member will be asked for his/her account of what happened to ensure that everyone in the group is clear about each other's statements.

- Each member of a group will be supported through the possible pressures that may face him/her. from the other members of the group after the interview by the teacher.
It may also be appropriate or helpful to ask those involved to write down his/her account of the incident(s)
- In cases where it has been determined by the relevant teacher that bullying behaviour has occurred, the parent(s)/guardian(s) of the parties involved may be contacted at an early stage to inform them of the matter and explain the actions being taken (by reference to the school policy). The school may give parent(s)/guardian(s) an opportunity of discussing ways in which they can reinforce or support the actions being taken by the school and the supports provided to the pupils.
- Where the relevant teacher has determined that a pupil has been engaged in bullying behaviour, it will be made clear to him/her how he/she is in breach of the school's anti-bullying policy and efforts will be made to try to get him/her to see the situation from the perspective of the pupil being bullied.
- Where the bullying has not ceased the matter will be dealt with under the school's Code of Behaviour
- Serious incidents of bullying will be reported to Tusla under the School Child Safeguarding Statement and Child Protection Procedures 2017
- It will also be made clear to all involved (each set of pupils and parent(s)/guardian(s)) that in any situation where disciplinary sanctions are required, this is a private matter between the pupil being disciplined, his or her parent(s)/guardian(s) and the school.

Follow up and recording.

- In determining whether a bullying case has been adequately and appropriately addressed the relevant teacher must, as part of his/her professional judgement, take the following factors into account:
 - Whether the bullying behaviour has ceased.
 - Whether any issues between the parties have been resolved as far as is practicable.
 - Whether the relationships between the parties have been restored as far as is practicable.
 - Any feedback received from the parties involved, their parent(s)/guardian(s) or the school Principal or Deputy Principal
- Follow-up meetings with the relevant parties involved may be arranged separately with a view to possibly bringing them together later if the pupil who has been bullied is ready and agreeable.
- Where a parent(s)/guardian(s) is not satisfied that the school has dealt with a bullying case in accordance with these procedures, the parent(s)/guardian(s) must be referred, as appropriate, to the school's complaints procedures.
- If a parent(s)/guardian(s) has exhausted the school's complaints procedures and is still not satisfied, the school must advise the parent(s)/guardian(s) of their right to make a complaint to the Ombudsman for Children.

Recording of bullying behaviour

It is imperative that all recording of bullying incidents must be done in an objective and factual manner.

The school's procedures for noting and reporting bullying behaviour are as follows:

Informal- Pre-determination that bullying has occurred:

- All staff must keep a written record of any incidents witnessed by them or notified to them. Teachers record all incidences and keep their own incident book. All incidents must be reported to the relevant teacher.
- All reports of bullying must be investigated and dealt with by the relevant teacher. The relevant teacher must keep a written record of the reports, the actions taken and any discussions with those involved regarding same.
- The relevant teacher must inform the principal of all incidents being investigated.

Formal Stage 1-Determination that bullying has occurred:

- If it is established by the relevant teacher that bullying has occurred, the relevant teacher must keep appropriate written records which will assist his/her efforts to resolve the issues and restore, as far as is practicable, the relationships of the parties involved.
- The school will provide a file in a locked filing cabinet in the Principals office for the storage of all records retained by the relevant teacher.

Formal Stage 2-Appendix 3 (From DES Procedures):

The relevant teacher must use the recording template at **Appendix 3** to record the bullying behaviour in the following circumstances:

a) where the school has decided as part of its anti-bullying policy that in certain circumstances bullying behaviour must be recorded and reported immediately to the principal or deputy principal as applicable.

b) in cases where he/she considers that the bullying behaviour has not been adequately and appropriately rectified within 20 school days after he/she has determined that bullying behaviour occurred: and

When the recording template is used, it must be retained by the relevant teacher in question and a copy maintained by the principal in the filing cabinet in the principal's office.

Established intervention strategies

- Teacher interviews with all pupils
- **Restorative approach**
Staff may use the following questions to investigate an incident:
What happened?
What were you thinking of at the time?
What have you thought about it since?
Who has been affected and in what way?
How could things have been done differently?
What do you think needs to happen next?
These questions may be used in a restorative circle with several children and staff participating.
- Negotiating agreements between pupils and following these up by monitoring progress. This can be on an informal basis or implemented through a more structured mediation process.
- Working with parent(s)/guardian(s)s to support school interventions.
- No Blame Approach
- Circle Time
- Implementing sociogram questionnaires

- The traditional disciplinary approach
- Strengthening the victim

7. School's Programme of Support

- All in-school supports, and opportunities will be provided for the pupils affected by bullying to participate in activities designed to raise their self-esteem, to develop friendships and social skills and build resilience e.g.
 - Pastoral care system
 - Buddy / Peer mentoring system
 - Group work such as circle time
- If pupils require counselling of further supports the school will endeavour to liaise with NEPS, HSE and other appropriate agencies to organise same. This may be for the pupil affected by bullying or involved in the bullying behaviour.
- Pupils are taught to understand that there are no innocent bystanders and that all incidents of bullying behaviour must be reported to a teacher.
- The student council were asked to give any suggestions they might have on the schools anti-bullying policy. Their feedback was positive, and the student class reps noted the importance of highlighting, praising and rewarding the kind behaviour displayed by students in the school.

8. Supervision and Monitoring of Pupils

The Board of Management confirms that appropriate supervision and monitoring policies and Practices are in place to both prevent and deal with bullying behaviour and to facilitate early intervention where possible.

9. Prevention of Harassment

The Board of Management confirms that the school will, in accordance with its obligations under equality legislation, take all such steps that are reasonably practicable to prevent the sexual harassment of pupils or staff or the harassment of pupils or staff on any of the nine grounds specified i.e., gender including transgender, civil status, family status, sexual orientation, religion, age, disability, race and membership of the Traveller community.

10. This policy was adopted by the Board of Management on 16.6.21.

11. This policy has been made available to school personnel, published on the school website and provided to the Parents' Council. A copy of this policy will be made available to the Department and the patron if requested.

12. This policy and its implementation will be reviewed by the Board of Management once in every school year. Written notification that the review has been completed will be made available to school personnel, published on the school website and provided to the Parents' Council. A record of the review and its outcome will be made available, if requested, to the patron and the Department.

Signed: Eileen Flynn
(Chairperson of Board of Management)

Signed: Julia Rowl
(Principal)

Date: 16.06.2021

Date: 16.6.21

Date of next review: June 2022