

## **Scoil Inse Rátha**

### **Déan do Dhícheall**

#### **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 Inse Rátha, Little Island NS 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 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;
  - Effective leadership;
  - A school-wide approach;
  - A shared understanding of what bullying is and its impact;
  - 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 transphobic bullying.
  - Effective supervision and monitoring of pupils;
  - Supports for staff;
  - Consistent recording, investigation and follow up of bullying behaviour (including use of established intervention strategies); and
  - 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 should 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.

Additional information on different types of bullying is set out in Section 2 of the *Anti-Bullying Procedures for Primary and Post-Primary Schools*.

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| <p>4. The relevant teacher(s) for investigating and dealing with bullying is (are) as follows: (see Section 6.8 of the <i>Anti-Bullying Procedures for Primary and Post-Primary Schools</i>):</p> <ul style="list-style-type: none"><li>A. Class teacher</li><li>B. Principal</li><li>C. Deputy Principal</li><li>D. Members of ISM Team.</li></ul> |
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5. The education and prevention strategies (including strategies specifically aimed at cyber-bullying and identity-based bullying including in particular, homophobic and transphobic bullying) that will be used by the school are as follows (see Section 6.5 of the *Anti-Bullying Procedures for Primary and Post-Primary Schools*):
- A. SPHE
  - B. Stay Safe
  - C. [www.webwise.ie](http://www.webwise.ie)
  - D. Circle Time
  - E. Worry Box

6. The school's procedures for investigation, follow-up and recording of bullying behaviour and the established intervention strategies used by the school for dealing with cases of bullying behaviour are as follows (see Section 6.8 of the *Anti-Bullying Procedures for Primary and Post-Primary Schools*) :

Students should discuss any incident of bullying with a teacher or another trusted adult within the school system.

Parents/guardians should contact the class teacher regarding incidents of bullying behaviour which they might suspect or that have come to their attention through their children or other parents.

Incidents of bullying behaviour, no matter how trivial, which are drawn to the attention of a teacher, will be dealt with in the following manner;

- A record will be taken using the template from the Anti-Bullying Procedures for Primary and Post Primary Schools published September 2013.
- Appropriate personnel will interview the students involved in a bullying incident.
- The alleged victim and alleged perpetrators of the incident will be spoken to and encouraged to solve the problem.
- The alleged victim and perpetrators will be invited to write down any relevant details in relation to incident(s) in question.
- All interviews will be conducted with sensitivity and with due regard to the rights of all pupils involved.
- Records will be kept of all incidents and of the procedures that were followed.

The principal will monitor progress of students involved in a bullying incident by liaising with class teacher and students involved (separately) at follow-up meetings.

Where the incident is deemed to be minor, a verbal warning will be given to the bully to stop the inappropriate behaviour, pointing out how he/she is in breach of the school's Code of Behaviour and trying to get him/her to see the situation from the victim's point of view. If deemed appropriate, parents may be contacted.

If the behaviour persists, the parents/guardians of the victims and bullies will be informed. Thus, they will be given the opportunity of discussing the matter and are in a position to help and support their children before a crisis occurs. Appropriate sanctions will be imposed. The incident will no longer be considered if there is no recurrence within that academic year.

If there is serious incident the matter will be reported to the principal immediately, parents will be involved and appropriate sanctions applied.

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<p>7. The school's programme of support for working with pupils affected by bullying is as follows (see Section 6.8 of the <i>Anti-Bullying Procedures for Primary and Post-Primary Schools</i>):</p>
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| <ul style="list-style-type: none"> <li>A. SPHE</li> <li>B. Consult with Parents and draw up a plan of action</li> <li>C. Bring child out to RT for small group or one-to-one social skills work.</li> <li>D. Consult with other staff and draw up a plan of action</li> <li>E. Consult with NEPS and draw up a plan of action</li> </ul> |
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**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 3/2/2014
11. This policy has been made available to school personnel, published on the school website and provided to the Parents' Association. 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 (or where none exists, be otherwise readily accessible to parents and pupils on request) and provided to the Parents' Association (where one exists). A record of the review and its outcome will be made available, if requested, to the Patron and the Department.

Signed: \_\_\_\_\_  
(Chairperson of Board of Management)

Signed: \_\_\_\_\_  
(Principal)

Date: \_\_\_\_\_

Date: 5/11/2015

Annual Review conducted by Board of Management 17/1/2018