

Anti-bullying policy of St. Conaire's N.S.

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 St. Conaire's National School 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, i.e. forming of a clique, favouritism or isolation
- cyber-bullying
- 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.
- Humiliation including name calling, references to physical traits, academic ability, accent, sexual innuendo
- Intimidation that is repeated, including aggressive use of body language, gestures, mocking
- Verbal abuse that is ongoing
- Physical abuse or threatened physical abuse
- Victimisation such as personal remarks about another (e.g. appearance, family circumstances)
- Damaging another's property including defacing, breaking, stealing, hiding and similar actions
- Threatening behaviour with menaces

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*.

4. The relevant teacher(s) for investigating and dealing with an incident of bullying is as follows:
- a) The class teacher of the pupil allegedly being bullied
 - b) The teacher on yard/supervision duty at the time of the alleged incident
 - c) The principal/deputy principal/assistant principal (as appropriate)

(see Section 6.8 of the *Anti-Bullying Procedures for Primary and Post-Primary Schools*):

5. The education and prevention strategies (including strategies specifically aimed at cyber- bullying, homophobic and transphobic bullying) that will be used by the school are outlined in **Appendix 1** of this policy. (See also Section 6.5 of the *Anti-Bullying Procedures for Primary and Post-Primary Schools*):

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 outlined in **Appendix 2** of this policy. (See also Section 6.8 of the *Anti-Bullying Procedures for Primary and Post-Primary Schools*)

7. The school's programme of support for working with pupils affected by bullying is outlined on Appendix 3 of this policy. (see also Section 6.8 of the *Anti-Bullying Procedures for Primary and Post-Primary Schools*):

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 February 6th, 2014.

11. This policy has been made available to school personnel and is otherwise readily accessible to parents and pupils on request and has been provided to the Parents' Association of St. Conaire's N.S. 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)

Date: _____

Website