

## ***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 Eoin 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 –Three “R’s” Recognise, Respond, Report.  
[This will apply to all school staff, S.N.A’s, ancillary staff and visiting teachers]***

***A shared understanding of what bullying is and its impact;***

***Implementation of education and prevention strategies ie. teach anti bullying skills. (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.***

**4. The relevant teacher(s) for investigating and dealing with bullying is (are) as follows:**

**(1) the class teacher, who has primary responsibility for the child in his / her care.**

**(2) All other teachers, including principal.**

**5. Education and Prevention Strategies that will be used by the school are as follows:**

- provide opportunities to develop self-esteem, empathy, respect and self-worth.***

- promote on-line safety.
- continuous Professional Development for staff.
- Visitors, such as Garda, Internet Safety personnel, others to talk to different classes.
- a whole school approach involving management, staff, parents and pupils working together.
- good supervision and monitoring of pupils.
- catering for the needs of Special needs pupils.
- use of S.P.H.E lessons to promote inclusiveness.
- teaching specific programmes such as "Stay Safe"

#### **6. Procedures for investigation, follow-up and recording of bullying behaviour**

- (a).pupil or parent brings bullying concern to teacher.
  - Reporting of incidents by non teaching staff to the relevant teacher.
- (b). An immediate effort should be made to resolve the issue and restore relationships.
- (c). In investigating and dealing with bullying, the teacher will exercise his/her professional judgement to determine whether bullying has occurred and how best the situation might be resolved;
- (d). All reports, including anonymous reports of bullying will be investigated and dealt with by the relevant teacher.
- (e). Parents and pupils are required to co-operate with any investigation and assist the school in resolving any issues and restoring the relationships of the parties involved.
- (f). Incidents will be investigated outside the classroom situation to ensure the privacy of all involved;
- (g). All interviews will be conducted with sensitivity and with due regard to the rights of all pupils concerned
- (h). The relevant teacher will seek answers to questions of what, where, when, who and why.
- (i). If a group is involved, each member will be interviewed individually at first. Then all those involved will be met as a group. 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. It may also be appropriate or helpful to ask those involved to write down their account of the incident(s).
- (j). In cases where it has been determined by the relevant teacher that bullying behaviour has occurred, the parents of the parties involved will 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 will give parents an opportunity of discussing ways in which they can reinforce or support the actions being taken by the school and the supports for their pupils.

***(k). 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.***

***(l). Follow-up meetings with the relevant parties involved will be arranged.***

***(m). In cases where the relevant teacher considers that the bullying behaviour has not been adequately and appropriately addressed within 20 school days after he/she has determined that bullying behaviour has occurred, it must be recorded by the relevant teacher in the recording sheet .***

*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; and•*

*Any feedback received from the parties involved, their parents or the school Principal or Deputy Principal;•*

***(n) Where a parent is not satisfied that the school has dealt with a bullying case in accordance with these procedures, the parents must be referred, as appropriate, to the school's complaints procedures.***

***(o) In the event that a parent has exhausted the school's complaints procedures and is still not satisfied, the school must advise the parents of their right to make a complaint to the Ombudsman for Children.***

***Procedures for recording bullying behaviour .***

***The Board of Management will ensure that the school has clear procedures for the formal noting and reporting of bullying behaviour and these will be***

*documented in the school's anti-bullying policy. All records will be maintained in accordance with relevant data protection legislation.*

*The school's procedures for noting and reporting bullying behaviour will adhere to the following:*

*(i) While all reports, including anonymous reports of bullying will be investigated and dealt with by the relevant teacher, the relevant teacher will use his/her professional judgement in relation to the records to be kept of these reports, the actions taken and any discussions with those involved regarding same.*

*(ii) 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.*

*(iii) The relevant teacher will use the recording template attached to record the bullying behaviour*

*The recording template will be completed in full and retained by the teacher in question and a copy provided to the Principal or Deputy Principal. The timeline for recording bullying behaviour does not preclude the relevant teacher from consulting the Principal or Deputy Principal at an earlier stage in relation to a case.*

### **Intervention Strategies**

- *Teacher interviews with all pupils*
- *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*
- *Restorative interviews*
- *Restorative conferencing*

**Programme of support for working with pupils affected by bullying is as follows ;**

*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.*

- N.E.P.S*

- Buddy / Peer play system*

- Teacher directed input – organise group play , re assurance etc.*

- Group work such as circle time*

- Opportunities to speak to staff member on one to one basis.*

*If pupils require counselling of further supports we will endeavour to liaise with the appropriate agencies to organise same*

## **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 .**

***11. This policy has been made available to school personnel, published on the school website (or where none exists, is otherwise readily accessible to parents and pupils on request) and provided to the Parents' Association (where one exists). 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.***