



ANTI-BULLYING POLICY: SCOIL an tSEACHTAR LAOCH

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 an tSeachtar Laoch** 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 recognise 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 copy of this policy will be given to all members of the teaching staff.
 - A shared understanding of what bullying is and its impact. The school's definition of and approach to dealing with bullying will be explained to parents by the Principal at the group parent - teacher meetings held early in the first term of each school year.
 - 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. In this regard the school will endeavor as far as possible to implement the list of 'Practical Tips for building a positive school culture and climate,' (See Appendix 1 attached to policy document)
 - 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
- cyberbullying 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. Class Teacher or teachers where children from different classes are involved.
 2. Principal / Deputy Principal
 3. Any member of the school teaching as appropriate.
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
- S.P.H.E. - Stay Safe, Walk Tall, Fun Friends, Friends for life,
 - Circle Time
 - PrimEd resources such as - Bullying in a Cyber World
 - Religious Education
 - Integration with other subjects

- e.g. History
 - Geography
 - Gaeilge
 - English
- c.f. www.saltprogramme.com
 - 5 Internet/Social Media Safety Courses
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:
1. The relevant teacher/teachers will conduct the the initial investigation of an allegation of bullying. The questions "WHAT WHERE WHEN WHO WHY" will guide this investigation.
 2. If this investigation indicates that bullying may have occurred, the matter will be documented by the school Principal and Deputy Principal at which point a more thorough and intensive investigation will be initiated as follows:-
 - (i) The child/children involved in the bullying behaviour will be interviewed in a safe and supportive environment. Where there is disagreement as to the facts of the situation objective evidence will be sought e.g. classmates, other pupils, staff etc. These interviews will be conducted with a degree of privacy appropriate to the situation.
 - (ii) In cases where it has been determined that bullying has occurred the parents of the parties involved will be contacted to inform them of the matter and explain the actions being taken.
 - (iii) Every effort will be made to get the child engaged in the bullying behaviour to see the situation from the victim's perspective.
 - (iv) As with any incidence of serious misbehaviour the school's Code of Discipline will be followed.
 - (v) The child responsible for the bullying behaviour will be required to sign a contract of good behaviour.
 - (vi) All parties involved will be closely monitored and supported following the above procedures.
 - (vii) Every effort will be made to restore normal relationships between the parties as soon as is appropriate.
- * The Principal will provide a report each term to the Board of Management indicating:
- (i) the number of confirmed cases of bullying reported since the previous report to the Board by means of the Standard Template for recording bullying behavior (see Appendix 2 attached to policy)
 - (ii) that all cases have been or are being dealt with in accordance with the school's anti-bullying policy.

These reports will be recorded in the minutes of the meeting but none of the pupils involved will be identified.

7. The school's programme of support for working with pupils affected by bullying are as follows:

Every effort will be made to support pupils involved in bullying behaviour. Victims of bullying will be offered every opportunity to participate in activities designed to raise self-esteem and develop skills to deal effectively with bullying. The emphasis throughout will be on restoring the child's sense of safety and well-being in school.

The perpetrators of bullying will also be supported. Every effort will be made to discover reasons for the child's involvement in bullying and to help the individual to recognise the damaging impact of such behaviour on all those involved.

8. Supervision and Monitoring of Pupils

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

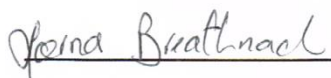
9. Prevention of Harassment

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 one 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 reviewed by Board of Management on 13.06.2023

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. Síniú:


Cathaoirleach


Deirdre Ní Chonghaile
[Príomh Oide]

Dáta: 1/6/23

Date of next review: Meitheamh 2024