

## Antibullying 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 Mhólainge Listerlin 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-
  - o is welcoming of difference and diversity and is based on inclusivity;
  - o encourages pupils to disclose and discuss incidents of bullying behaviour in a non-threatening environment; and
  - o 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-

- o build empathy, respect and resilience in pupils; and
- o 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.

4. The relevant teacher for investigating and dealing with bullying is the class teacher of the child suffering the alleged bullying.

5. We will use the following education and prevention strategies .

General:

- Staff will be aware that Bullying is a serious matter and that if unaddressed it may have serious consequences.
- Staff must realise that any child may be either a victim or a perpetrator
- Constant reminders of the school's Motto "Go raibh Sonas ar nDaltai" and the "Kind hands ,kind feet and Kind Words Message"
- Adults will be vigilant of bullying behaviour at all times.
- Awareness of Bullying will be highlighted in Curricular activities.
- Adequate Supervision of pupils will help to prevent bullying.

Cyber Bullying: Cyber bullying includes (but is not limited to) communicating via electronic

means with the objective of causing hurt, fear, embarrassment, humiliation, alarm and/or

distress to one or more persons. Cyber bullying includes the use of mobile phones and the

internet with the objective of upsetting someone. It may take the form of general insults or

impersonation, defamation or prejudice-based bullying.

Unlike other forms of bullying a once-off posting can constitute bullying.

While this policy addresses issues related to cyber bullying of students (i.e. situations in which

one or more students are the victim[s] of bullying), the policy also applies to teaching and other

school staff.

### Key Measures re Cyber Bullying

- Staff will make themselves familiar with technologies likely to lead to cyber bullying.
- Staff will advise children on how to prevent cyber bullying when the subject arises.
- Children are not allowed phones in school and when found are handed back to parents.

- When "Online" children are supervised in school.
- The school's internet is filtered using the software provided NCTE. This prevents access to inappropriate content.
- Children are told to report inappropriate content immediately to the teacher supervising.

#### Identity Based Bullying:

- Identity Based Bullying includes (but is not limited to) homophobic and

transphobic bullying, racist bullying, bullying based on a person's membership of the Travelling

community and bullying of those with disabilities or special educational needs.

#### Key Measures re Identity Bullying

- We emphasise that our school must have happy people (Kind hands, feet and words)
- Identity issues are dealt with through RSE & SPHE

Programmes such as Stay Safe and Walk Tall are followed in the school.

- We celebrate diversity through novels etc.
- History allows us to examine themes such as Apartheid, Slavery, The Holocaust.
- In Geography we explore Other Lands and Places.

## 6. Procedures re Bullying Behaviour:

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:

The School Recognises that

- We must address concerns as quickly as possible.
- We must be calm when dealing with situations
- Investigations should be carried out outside the classroom
- Neither Bully or victim should be belittled.
- Both alleged victim and perpetrator have rights.
- Pupils outside incident may help teacher to appraise the incident
- Avoiding conflict in the investigation sets a good example for pupils
- Both victim and bully need help.

Investigation of Bullying:

- Interviews will be held outside the classroom but will be in an appropriate place ie. +
- Corner of a public space like the hall.

- A written record of discussions will be kept (see Appendix 3; Incident record Sheet) and the pupil may be asked to give his own written account, if this is appropriate.
- If a group is involved, pupils will be interviewed individually and then the group will be met together, where each will be asked to give his account. Each member of a group will be helped to handle the possible pressures that often face them from other members after interview by teacher/Principal.
- When it is decided that bullying has taken place, the pupil will be told that he/she has broken the school's code of behaviour.
- The pupil will be asked to see the situation from the victim's point of view.
- Where bullying has taken place, the parents of both parties will be contacted to explain what has happened and the action being taken. Parents will be asked to support the school's sanctions and restorative measures.

#### Follow Up:

- When an opportunity arises, the class teacher may revisit the incident with both parties to monitor progress, lessons learned etc.
- Where necessary the school will examine appropriate prevention strategies relating to bullying.
- Where appropriate the school's Child Protection Policy will come into place.
- NEPS (Psychological Services) will be involved where appropriate.
- Where deemed necessary the policy will be amended with the permission of the Board of Management.

- The investigating teacher will use the appropriate form to record Formal Investigations of bullying(see Appendix 3.)

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

Programme of Support for Pupils:

- The Relevant Teacher will reassure the alleged victim that they were correct to tell
- Immediately after an incident the teacher will monitor the situation
- Other teachers will help monitor progress etc.
- Where appropriate other teachers will be appraised of incidents.

## 6. Supervision and Monitoring of Pupils

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

## 7. 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.

8. This policy was adopted by the Board of Management on \_\_\_April 2014\_\_\_\_\_ [date].

9. This policy has been made available to school personnel, is readily accessible to parents and pupils on request) and provided to the Parents' Association . A copy of this policy will be made available to the Department and the patron if requested.

10. 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, be readily accessible to parents and pupils on request and provided to the Parents' Association . A record of the review and its outcome will be made available, if requested, to the patron and the Department.

Ratified May 2005

Updated May 2007 ,June 2009 , Oct 2011,Dec 2013 ,April 2014  
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