



SCOIL NAOMH TREASA

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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 Naomh Treasa** 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;
 - supports a school culture that celebrates difference
 - strives to engender an ethos under which bullying is unacceptable
 - adopts fair, firm, clear and consistent disciplinary measures
- A school-wide approach;
 - a positive school-wide attitude and involvement can assist considerably in countering bullying behaviour
- A shared understanding of what bullying is and its impact;
 - the school will put in place systems to ensure that all relevant members of the school community have a shared understanding of what constitutes bullying behaviour and the impacts of bullying

- 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 and racism.
- Effective supervision and monitoring of pupils;
 - appropriate supervision and monitoring policies and practices are in place to both prevent and deal with bullying behaviour
- Supports for staff;
 - The Board of management will ensure that members of school staff are familiar with the school's anti bullying policy in order to enable them to effectively and consistently apply the policy.
 - The Board of management will also ensure that temporary and substitute teachers have sufficient awareness of the school's code of behaviour and anti-bullying policy
- Consistent recording, investigation and follow up of bullying behaviour (including use of established intervention strategies);
 - The school will adopt a clear and consistent approach to dealing with bullying
 - The school will ensure consistent recording, investigation and follow up of bullying behaviour
- On-going evaluation of the effectiveness of the anti-bullying policy.
 - The school will make provision for periodic examination of the prevention and intervention strategies in place

3. Definition of Bullying

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:

- physical aggression
- intimidation
- deliberate exclusion
- name calling
- malicious gossip
- writing abusive notes
- Cyberbullying (electronic aggression) making abusive phone calls, sending abusive text messages or online messages
- damage to property
- theft of property
- extortion
- 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, **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. Investigating Personnel

The relevant teacher(s) for investigating and dealing with bullying is the class teacher or supervising teacher and if necessary a member of school management may be involved.

5. Education and Prevention Strategies

- It is the responsibility of school management in conjunction with staff and pupils to develop a system under which good supervisory and monitoring measures are in place to both prevent and deal with bullying behaviour.
- The school staff will foster an atmosphere of friendship, respect and tolerance. Children's self-esteem will be developed through celebrating individual differences, achievements, acknowledging and rewarding good behaviour and manners and providing opportunities for success throughout the curriculum and school.
- Teachers will help pupils to develop empathy by discussing feelings and trying to put themselves in the places of others.
- Relationships with pupils will be based on mutual respect and trust so that pupils will have confidence in the school staff.
- Teachers will be vigilant and will respond sensitively and caringly to pupils who disclose incidence of bullying and investigate all disclosed incidents of bullying.

- Through Stay Safe, R.S.E. and Walk Tall Programmes along with regular references to our Code of Behaviour and frequent general informal and formal classroom discussions all teachers endeavour to stress the following points to children:-
 - That bullying in any form is unacceptable and always wrong
 - That it should be reported as early as possible
 - That both victim and bully need help
 - Knowing that bullying is occurring means you have a duty to do something about it
 - That every row, crossword, etc. is not bullying
- Class teachers will discuss the school's anti-bullying policy with the pupils and use behavioural management strategies which focus on problem solving and enable pupils to take an active role in finding a solution to problems.
- The formal curriculum of the school will also be used to educate all pupils against bullying behaviour.
 - ❖ Grow in Love
 - ❖ Stay Safe programme
 - ❖ Walk Tall programme
 - ❖ Relationships and Sexuality Education (RSE)
 - ❖ Circle Time discussions (SPHE)
 - ❖ Drama (Role playing)
 - ❖ ICT (Webwise)
 - ❖ Mindful Matters
 - ❖ Any other relevant programmes e.g. Fun friends, Friends for Life etc.
- The Student Council will run an annual anti-bullying campaign to raise awareness
- Positive language will be used to encourage positive behaviours in our school (Use kind words, Speak with respect, Include others)
- Our school will take part in Anti-bullying week in November
- Our school will take part in Internet Safety Day in February
- Parents should encourage positive behaviour and discourage negative behaviour both at home and at school. They should encourage their children to solve difficulties without resorting to aggression. They should encourage their children to share, to be kind, to be caring and to be understanding towards others. Parents should watch out for signs and symptoms that their child is being bullied or is bullying others and trust their instincts. Parents should discuss the anti-bullying policy with their child. Parents should also support the school in its efforts to prevent and treat bullying.
- Parents will be provided with a list of internet safety tips and resources on our school website from www.webwise.ie so that they can supervise, monitor and educate their children on internet safety.

6.0 Investigation, Follow-Up and Recording of 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:

6.1 Procedures for Reporting Bullying Incidents

Bullying incidents should be reported to the class teacher and/or the supervising teacher for investigation. This reporting may be done by the pupil, parent or a friend. All reported incidents which are serious or are part of a pattern of behaviour will be noted. Records will be kept of the incident in the School Incident Record file.

6.2 Investigating Bullying Incidents

- Every incident or suspicion reported must be investigated and dealt with. Reports of bullying and progress in dealing with it are recorded on an Incident Report Form (Appendix 2) and Action Taken Report Form (Appendix 3)
- The investigating teacher will conduct a non-adversarial, resolution-focused interview with the alleged perpetrator. The pupil is withdrawn from class for the interview, which is usually one-to-one, but in particularly serious situations or where a pupil is likely to be uncooperative a second staff member may be present as an observer. A Bullying Behaviour Checklist will be used to assist with the interview. (Appendix 4)
- Following the interview, the Alleged Bullying Interview Sheet (Appendix 5) will be completed by the investigating teacher.

6.3 Resolution

- Where bullying has been admitted/proven at interview, a Behaviour Reflection Form will be completed by the perpetrator(s) (Appendix 6). The pupils will be asked to bring this form home for their parents/guardians' counter-signature.

7. Rehabilitation & Programme of Support

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

- ✓ Support will be provided for anyone who is bullied by offering them an immediate opportunity to talk about their experience with their teacher or another teacher, along with continuing support when they need it. A victim of bullying will be assured that the school community will help them and put monitoring procedures in place to safeguard them.
- ✓ The school will inform parents/guardians of what has happened and of the measures being taken to help their child, encouraging them to report further incidents if they occur.
- ✓ Outside agencies' help and support may be sought for a bully, where deemed necessary. The school Code of Behaviour applies to bullying. e.g. reporting to TUSLA

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 **16/06/2022**

11. This policy has been made available to school personnel, published on our 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 Anti-Bullying 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 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.

Chairperson of BOM:

Signed:  16/06/22.

Principal:

Signed:  16/06/22.