
Anti Bullying Policy for Pupils

AIM:

As self-esteem is the single most influential factor in determining behaviour and indeed a greater predictor of success than intelligence, we aim to provide pupils, staff and parents with opportunities to develop a positive sense of worth. In this way we shall endeavour to prevent and not just control bullying.

DEFINITION OF BULLYING:

Bullying is repeated aggression, physical, verbal or psychological conducted by an individual or group against others, which could reasonably be regarded as undermining the individual's right to dignity in the school community.

A once-off incident is not considered to be bullying.

Current good practice.

Awareness of the issue of bullying is raised in the following ways:

- Social Personal and Health Education curriculum
- School code of behaviour
- Weekly school assemblies
- Stay safe programme
- Parents Making Children Aware group
- Positive role models – Theme Weeks
- Mentoring programme for all – students, staff and parents.
- Staff and parent professional development.

Procedures for noting and reporting an incident of Bullying Behaviour

- 1 A book for the purpose of formally noting and reporting an incident of bullying behaviour shall be kept in the office. Mainstream teacher shall record incidents in the child's individual profiles.
- 2 All reports of bullying, no matter how trivial shall be noted, investigated and dealt with by teachers. In that way pupils will gain confidence in 'telling'. This confidence factor is of vital importance.
- 3 Serious cases of bullying behaviour by pupils shall be referred immediately to the Principal or the Deputy Principal.
- 4 The class teacher, Principal or Deputy-Principal shall inform parents and guardians of victims and bullies.
- 5 The Principal/Deputy-Principal shall advise the parents/guardians of an incident at the earliest opportunity so that they have adequate time to discuss the matter. They are then in a position to help and support their children before a crisis occurs.
- 6 It should be made clear to all pupils that when they report incidents of bullying they are not telling tales but are behaving responsibly.
- 7 Individual teachers in consultation with the Principal should record and take appropriate measures regarding reports of bullying behaviour in accordance with the school's Anti-Bullying policy.
- 8 Non-teaching staff such as SNA, Secretaries, Caretaker and Cleaners should be encouraged to report any incidents of bullying behaviour witnessed by them or mentioned to them, to the appropriate teaching member of staff.
- 9 Where cases remain unresolved at school level, the matter should be referred to the School's Board of Management.
- 10 If not solved at Board level the problem will be referred by the board to outside agencies e.g. the local Inspector, Health Board etc.

The schools anti-bullying code should be subject to continuous review in the light of incidents of bullying behaviour encountered.

Programme for work with victims, bullies and their peers.

- Referral to counselling if necessary.
- Class teacher addresses the issue of bullying either informally or through the Social Personal and Health Education programme.
- Monitoring the behaviour of both the victim and bully to prevent further incidents of bullying.
- An IBP (Individual Behaviour Plan) may be put in place for persistent offenders. They may also be referred to outside agencies e.g. NEPS, Health Board, Gardai (See Department of Education Child Protection Guidelines and Procedures p20).
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Steps for Parents

- Listen to your child.
- Remember there may be another side to the story.
- Ask them how they can deal with the situation.
- Ask them how they want you to help.
- Speak directly to the class teacher.
- If the issue is not addressed and the bullying continues, speak to the Principal.
- If this is unsuccessful, write to the Board of Management.