

ANTI-BULLYING POLICY

Introduction:

The aim of St. Tola's N.S Anti-Bullying policy is

- To raise awareness of bullying as a form of unacceptable behaviour with school management, teachers, pupils, parents/guardians.
- To promote a school ethos which encourages children to disclose and discuss incidents of bullying behaviour.
- To ensure appropriate supervision and monitoring measures through which all areas of school activity are kept under observation.
- To develop procedures for noting, investigating and dealing with incidents of bullying behaviour.
- To implement a programme of support for those affected by bullying behaviour and for those involved in bullying behaviour.
- To work with appropriate agencies in countering all forms of bullying and promoting anti bullying behaviour.

Statement on Bullying:

- Every person in the School is entitled to respect and to be free of any type of bullying.
- The School will work proactively, as far as it can, to ensure that bullying does not take place.
- Reporting incidents of bullying is responsible behaviour.
- A record will be kept of all reported incidents of bullying.
- The matter will be dealt with seriously.
- The School has a programme of support for both the bully and the bullied ,generally in the classroom and/or through withdrawal by a support teacher as appropriate
- Appropriate action will be taken to ensure that it does not continue.

Definition:

Dept of Education and Science guidelines define bullying as ... *repeated aggression, verbal, psychological or physical, conducted by an individual or group against others. Isolated incidents of aggressive behaviour, which should not be condoned, can scarcely be described as bullying. However, when the behaviour is systematic and ongoing it is bullying.* (Guidelines on Countering Bullying Behaviour in Primary and Post-Primary Schools, 1993)

Bullying of school personnel by means of physical assault, damage to property, verbal abuse, threats to family members is also included.

Types of behaviour deemed to be inappropriate:

- Humiliation; including name-calling, reference to academic ability etc. on an ongoing basis
 - Intimidation; including aggressive use of body language.
 - Verbal and/or written abuse, anonymous or otherwise.
 - Physical abuse or threatened abuse.
 - Aggressive or obscene language.
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- Offensive comment; whether spoken or by email, text messaging posted on a social networking site etc.
 - Victimisation; including very personal remarks.
 - Exclusion and isolation.
 - Intrusion through interfering with personal possessions and/or stealing personal possessions
 - Threats, including demands for money.
 - An attack by rumour, gossip, innuendo or ridicule on any individual's reputation.

Indications of Bullying:

The following signs/symptoms may suggest that a pupil is being bullied:-

- anxiety about travelling to and from school - requesting parents to drive or collect them, changing route of travel, avoiding regular times for travelling to and from school;
- unwillingness to go to school, refusal to attend, 'mitching', 'ditching';
- deterioration in educational performance, loss of concentration and loss of enthusiasm and interest in school;
- pattern of physical illnesses (e.g. headaches, stomach aches);
- unexplained changes either in mood or behaviour; it may be particularly noticeable before returning to school after weekends or more especially after longer school holidays;
- visible signs of anxiety or distress - stammering, withdrawing, nightmares, difficulty in sleeping, crying, not eating, vomiting, bedwetting;
- spontaneous out-of-character comments about either pupils or teachers;
- possessions missing or damaged;
- increased requests for money or stealing money;
- unexplained bruising or cuts or damaged clothing;
- reluctance and/or refusal to say what is troubling him/her.

Those signs do not necessarily mean that a pupil is being bullied. If repeated or occurring in combination these signs do warrant investigation in order to establish what is affecting the pupil

Strategies for Prevention of Bullying

There is a strong sense of community and cooperation between Board of Management, staff, pupils and parents, and each has a clear role in the prevention of bullying ...

- The SPHE curriculum, including the Walk Tall and Stay Safe programmes, is used throughout the school to support the anti bullying policy.
- Positive self-esteem is fostered among the pupils by celebrating individual differences, by acknowledging good behaviour and by providing opportunities for success.
- Pupils are helped to develop empathy by discussing feelings and by trying to put themselves in the place of others.
- Teachers respond sensitively to pupils who disclose incidents of bullying.
- The school's anti-bullying policy is discussed regularly with the pupils.
- Staff are particularly vigilant in monitoring pupils who are considered at risk of bullying/ being bullied.
- All disclosed incidents of bullying are investigated.
- Members of the BOM are familiar with the school's policy on bullying and actively promote it on a repeated basis among staff, parents and pupils.
- Parents contribute to and support the school's policy on bullying by encouraging positive behaviour both at home and at school, by being vigilant for signs and symptoms that their child is being bullied or is bullying others, by communicating concerns to the school.

Maintaining awareness of bullying as a form of unacceptable behaviour

St. Tola's N.S will emphasise and reinforce the view that bullying behaviour is unacceptable by

- Using school cruinniú to remind pupils of the school's anti bullying policy
- Using both the formal and informal curriculum to emphasise that bullying is unacceptable... visual arts activities, posters, drama, role play, SPHE, cooperative games...
- Devising a school anti-bullying charter for display in classrooms and other prominent locations
- *The playground is adequately supervised at break times*
- *Corridors, cloakrooms and toilets are monitored*

Supervision

Insofar as is reasonably practicable school activities will be supervised and monitored at all times, with

particular emphasis on those occasions when situations of bullying are more likely to occur, such as assembly time, play time and dismissal time.

The school opens at 8.30a.m. and pupils are required to stay in the halla until collected by their class teacher. The pupils are supervised at this time.

Disclosure:

Children will be encouraged to disclose and discuss incidents of bullying behaviour. They will be helped to differentiate between incidents of a minor nature and those that constitute bullying. They will also be taught the difference between ‘telling tales’ and asking for help.

Procedures for Dealing with Instances of Bullying:

- I. All reports of bullying, no matter how trivial, will be noted, investigated and dealt with by teachers. In that way pupils will gain confidence in ‘telling’. This confidence factor is of vital importance.
- II. Pupils will be informed that when they report incidents of bullying they are acting responsibly.
- III. A calm unemotional problem solving approach will be used to deal with bullying.
- IV. Incidents of bullying will initially be dealt with by the class teacher. Incidents that are of a serious nature, or those that involve pupils from a number of classes will be referred to the Principal.
- V. On being informed of an alleged incident of bullying, the teacher dealing with the report will first interview the wronged individual and discuss the feelings which this individual(s) experienced because of the bullying behaviour.
- VI. An interview will then take place with the alleged perpetrator(s). If the bullying involves a group of pupils members of that group will first be met individually and then as a whole. Having discussed the negative impact which bullying has on both perpetrator(s) and wronged individual(s) responsibility will be placed on all individuals within the group to resolve the difficulty and to take appropriate steps to ensure that it does not happen again.
- VII. If on the conclusion of the preliminary investigation the teacher is convinced that bullying has occurred the Principal will be informed and parent(s)/guardian(s) of all concerned will be contacted.
- VIII. Depending on the seriousness of the bullying some or all of Level 2 Supportive Interventions will be utilised.
- IX. Repeated incidents of bullying behaviour will result in the imposition of sanctions. Such sanctions will be proportionate to the seriousness of the bullying Behaviour.

Board of Management

‘The Board of Management has a role to play in the maintenance of desirable standards of behaviour in a school. It should be supportive of the Principal Teacher

in the application of a fair code of behaviour and discipline within the school' (Circular 20/90)

Serious incidents of bullying will be referred to the BOM and in consultation with the principal and school staff decision will be reached about the appropriate steps and actions to be taken.

NOTIFICATION OF A CHILD'S ABSENCE FROM SCHOOL

Parent(s)/guardian(s) should adhere to the following procedures when notifying the school of a pupil's absence;

- The school should be notified of the absence on the first day the pupil returns to school
- The reason for the absence should be notified to the class teacher
- The absence should be notified in writing by School absence form which the school provides for this purpose
- Details pertaining to the absence, such as duration and reason, should be provided
- Significant absences cause by ill health (i.e. absences longer than 10 school days) should be certified.

The school will inform the Education Welfare Officer in writing where a child is suspended or expelled for 6 days or more, where the child has missed 20 or more days in a school year, where attendance is irregular and when the pupil is removed from the school register

RECORDS

A standardised record system will be used to track an individual pupil's Behaviour. Such records will contain;

- Incidents of misbehaviour,
- interventions used to improve behaviour, including contact with parent(s)/guardian(s) or referral to other agencies
- Evidence of improved behaviour
- Any sanctions imposed, and the reasons they were imposed

Pupils will be told when a record is being made about their behaviour, and the reasons for keeping a record will be explained.

All records will be kept in accordance with the Data Protection Act 1988 and the Data Protection (Amendment) Act 2003.

POLICY RATIFICATION

The policy was ratified by the Board of Management of *School Name* at its meeting held on *Date*_____.

Signed: _____ Chairperson, Board of Management

PATRON'S APPROVAL

This policy has been approved by St. Senan's Education Office, acting on behalf of the Patron *[Insert Bishops Name]*.

