

## ANTI-BULLYING POLICY

### ST.MARY'S JUNIOR BOYS' SCHOOL, NENAGH

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 St. Mary's Junior Boy's School 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;
  - 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-
    - build empathy, respect and resilience in pupils; and
    - explicitly address the issues of identity-based 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,
- identity-based bullying such as 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.

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:**

Mary Slattery (School Principal)

Brid Walshe (Deputy Principal)

Class Teacher

**5. The education and prevention strategies that will be used by the school are as follows :**

-Through presentations, the school staff and parents/ guardians are made aware of the nature of bullying and the signs that might indicate that a pupil is being bullied. They are encouraged to be vigilant to watch out for signs of bullying and to report any suspicion of bullying they have to the school.

-Model respectful behaviour to all members of the school community at all times.

-Creating a positive school atmosphere that encourages respect for all and promotes inclusivity.

-Visual Display of School Rules ( Kind hands, Kind feet and Kind words).

-Teach school rules in pupil friendly language.

-Rewarding positive behaviour, " Catch them being good". ( Good Behaviour book, best line)

-SPHE Programme (Stay Safe, RSE, Walk Tall)

-Circle Time

-Effective supervision and monitoring of pupils (Staggered Break Times - Less children on the yard and more supervision) Same teacher is on duty for the week, so there is consistency in observations and recording.

**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:**

-If any child is in breach of the School's Code Of Behaviour an individual behaviour record is kept. If it is established that this negative behaviour is specifically targeted towards an individual child **and** is continuous over a period of time then the following procedure takes place:

-The relevant teacher investigates all instances of reported or suspected bullying behaviour. The teacher will exercise his/her professional judgement to determine whether bullying has actually occurred and how best the situation might be resolved.

-The pupil or pupils are interviewed separately by the relevant teacher to establish the nature and extent of the behaviour and the reasons for it.

-Teachers take a calm, unemotional approach to ensure that the relationship is restored as quickly as possible.

-If bullying has occurred Appendix 3 template will be completed.

-The parents are informed and asked to co-operate with the anti-bullying procedure.

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

- Counselling session with the Principal / teacher for the child .
  - Parents work very closely with the school until the situation is resolved.
  - The child is encouraged to express his feelings (talking, writing or drawing).
  - Activities designed to raise self-esteem and self worth ( Circle Time, Jobs of responsibility, Good behaviour book)
  - All children involved are brought together to try and restore relationships.
  - All staff are made aware of the particular incident are asked to observe these children closely.
- Pupils who observe incidents of bullying are encouraged to tell any staff member and are praised for this.

**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 \_\_\_\_\_ [date].
11. This policy has been made available to school personnel, published on the school 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 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.

Signed: \_\_\_\_\_  
(Chairperson of Board of Management)

Signed: \_\_\_\_\_  
(Principal)

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Date of next review: \_\_\_\_\_