

ANTI-BULLYING POLICY

This anti-bullying policy operates in conjunction with the Code of Behaviour, which is used to address isolated instances of anti-social behavior.

The school has a central role in the children's' social moral development just as it does in their academic development. In school, we work towards standards of behavior based on the basic principles of honesty, respect, consideration and responsibility. The individuality of each child needs to be accommodated while at the same time acknowledging the right of every child to education in a disruption free environment.

Bullying is defined as repeated aggression, whether verbal, psychological or physical, conducted by an individual or group against others. Examples of bullying include physical aggression, damage to property, intimidation, isolation, name-calling, taunting or 'slagging'. Child to child bullying, teacher to child, intra staff bullying, parent to staff and parent to child bullying (including a child other than their own) are examples of the areas where bullying may occur.

Isolated instances of aggressive behavior, which would be dealt with under the Code of Behaviour, would not be described as bullying. However, when the behaviour is systematic and ongoing, it is bullying.

The school acknowledges that there are three parties involved in bullying – those who bully, those who are bullied and those who witness the bullying. Staff and teachers bear this in mind when dealing with bullying incidences and try to support and work with all parties involved.

Aims of the Policy

- To foster a school ethos of mutual and self-respect
- To raise awareness of bullying as a form of unacceptable behaviour
- To outline, promote and raise awareness of preventative approaches that can be used in response to reported incidences of bullying
- To develop a programme of support for those affected by bullying behavior and for those involved in bullying behaviour
- To outline procedures for noting and reporting instances of bullying behaviour
- To outline procedures for investigating and dealing with incidents of bullying behaviour



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Child to Child Bullying

Stage One:

Unless the incident is of a very serious nature, it will be dealt with by the classroom teacher who will talk to the children involved. Teachers respect the need to support the esteem of each party involved in an incident. When a teacher becomes aware that a child is regularly involved in incidents, he/she will start a record of such incidents. The purpose of this record is:

- To aid memory by recording details of the incident
- For clarity in assessment of the situation
- For planning and intervention

Prior to a record of incidences being kept, parent(s) will be informed.

Should the action taken at this stage prove not to have resolved the issue, the staff will proceed to stage two.

Stage Two:

The Principal will arrange to meet with the parents of the child who is seen to be bullying and separately with the parents of the victim of bullying. The children themselves may be required to attend part or all of these meetings. The child who is bullying will be placed on report. This means that the child's behavior in all areas is monitored during the day. The child has three meetings with his/her teacher and together they decide on what is to be written for that part of the day. All positive behavior, progress on work etc. will be noted. At the end of the day, the teacher writes his/her own comment. The purpose of this report is to focus as much as possible on the positive qualities and efforts of the child, and to motivate the child to move away from negative behavior.

The child should be able to see that parents and school are working together in his/her interest, so the co-operation of the parents is essential. Initially a review of the reports will be carried out on a weekly basis, in a meeting with the Principal, teacher, parents and child. If progress is being made, longer intervals between meetings may be decided upon. The child who is the victim of bullying will also meet with the Principal and his/her parents. The aim of such a meeting(s) will be to address emotional needs and devise strategies for the child to deal with the bullying. This may involve reinforcing the programme being covered in class, or other strategies.

Stage 3:

It is the duty of the school to provide a safe environment for all the children. Should the above interventions fail and the bullying continue, a programme of appropriate sanctions may be



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implemented by the Principal in consultation with the parents and Board of Management. Sanctions implemented, aim to encourage positive behavior and support the esteem of the child. These sanctions may include a period of suspension during which there will be ongoing consultation with the parents to decide on appropriate action(s) to be taken in the best interests of the child. Suspension for any period of time will be reported in writing by the Principal to the Chairperson of the Board of Management.

Bullying by Adults

In the case of intra-staff bullying, **St. Joseph's N.S** will adopt the procedures outlined in Section C (c2) of the INTO booklet: 'Working Together: Procedures and Policies for Positive Staff Relations'. A copy of this document is available for free download on www.into.ie.

In the case of Teacher – Child bullying, a complaint should in the first instance be raised with the teacher in question by the parent/guardian of the child if possible and then if necessary, referred to the Principal. Where it has not been possible to agree a framework for resolution, the matter should be referred in writing by both parties to the Board of Management for investigation.

In the case of Parent – Teacher bullying, the Principal should be informed in the first instance, and if deemed necessary the Board of Management should subsequently be informed in writing.

In the case of Parent/Visitor to the school – Child bullying, the complaint should be referred in the first instance to the child's class teacher and subsequently to the Principal if unresolved.

In the case of Principal – Parent/ Child bullying, the matter should be raised with the Principal if possible, or referred to the Chairperson of the Board of Management.

Ratification and Communication: The Policy Statement was subsequently reviewed and ratified by the Board of Management at its Meeting on 25th May 2023

Timetable for review: It is the intention of the BOM to review this Mandatory Policy Statement every year. In this regard feedback from all members of the school community is encouraged.

Signed: Eilís Mc Glynn Date: 25th May 2023

Eilís Mc Glynn, BOM Chairperson.

Signed: Alice Curran Date: 25th May 2023

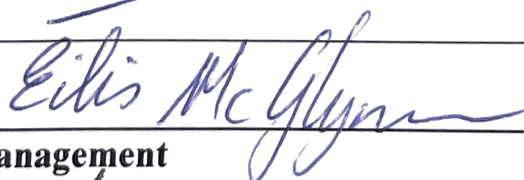
Principal and recording secretary of the BOM

Appendix 4 Checklist for annual review of the anti-bullying policy and its implementation

The Board of Management (the Board) must undertake an annual review of the school's anti-bullying policy and its implementation. The following checklist must be used for this purpose. The checklist is an aid to conducting this review and is not intended as an exhaustive list. In order to complete the checklist, an examination and review involving both quantitative and qualitative analysis, as appropriate across the various elements of the implementation of the school's anti-bullying policy will be required.

	Yes /No
Has the Board formally adopted an anti-bullying policy that fully complies with the requirements of the <i>Anti-Bullying Procedures for Primary and Post-Primary Schools</i> ?	Yes
Has the Board published the policy on the school website and provided a copy to the parents' association?	Yes
Has the Board ensured that the policy has been made available to school staff (including new staff)?	Yes
Is the Board satisfied that school staff are sufficiently familiar with the policy and procedures to enable them to effectively and consistently apply the policy and procedures in their day to day work?	Yes
Has the Board ensured that the policy has been adequately communicated to all pupils?	Yes
Has the policy documented the prevention and education strategies that the school applies?	Yes
Have all of the prevention and education strategies been implemented?	Yes
Has the effectiveness of the prevention and education strategies that have been implemented been examined?	Yes
Is the Board satisfied that all teachers are recording and dealing with incidents in accordance with the policy?	Yes
Has the Board received and minuted the periodic summary reports of the Principal?	Yes
Has the Board discussed how well the school is handling all reports of bullying including those addressed at an early stage and not therefore included in the Principal's periodic report to the Board?	Yes
Has the Board received any complaints from parents regarding the school's handling of bullying incidents?	Yes
Have any parents withdrawn their child from the school citing dissatisfaction with the school's handling of a bullying situation?	Yes
Have any Ombudsman for Children investigations into the school's handling of a bullying case been initiated or completed?	Yes
Has the data available from cases reported to the Principal (by the bullying recording template) been analysed to identify any issues, trends or patterns in bullying behaviour?	Yes
Has the Board identified any aspects of the school's policy and/or its implementation that require further improvement?	No
Has the Board put in place an action plan to address any areas for improvement?	Yes

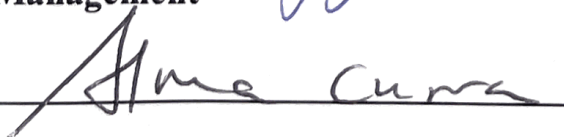
Signed: Eilís Mc Glynn



Date 25th May 2023

Chairperson, Board of Management

Signed Alma Curran



Date 25th May 2023

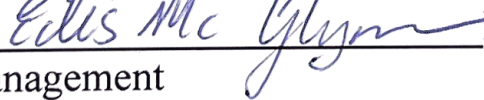
Principal

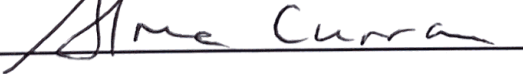
Notification regarding the Board of Management's annual review of the anti-bullying policy

To: **Parents of children attending St. Joseph's N.S, Rathmullan**

The Board of Management of wishes **St. Joseph's N.S, Rathmullan** to inform you that:

- The Board of Management's annual review of the school's anti-bullying policy and its implementation was completed at the Board meeting of **25th May 2023** [date].
- This review was conducted in accordance with the checklist set out in **Appendix 4** of the Department's *Anti-Bullying Procedures for Primary and Post-Primary Schools*.

Signed: **Eiís Mc Glynn**  Date; **25th May 2023**
Chairperson, Board of Management

Signed : **Alma Curran**  Date: **25th May 2023**
Principal