Coláiste Chluain na Slí

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 Clonaslee College 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 cyber-bullying and identity-based bullying including in particular, homophobic and transphobic 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,
- cyber-bullying and
- 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, including a once-off offensive or hurtful text message or other private messaging, 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.

Additional information on different types of bullying is set out in Section 2 of the *Anti-Bullying Procedures for Primary and Post-Primary Schools* which is on the school website.

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4. The relevant teacher(s) for investigating and dealing with bullying is (are) as follows:

Anti-Bullying Committee

Ms Tanya Murphy (Anti-bullying officer)

Ms Martina Lydon (Anti-bullying Deputy officer)

Ms Deirdre Ryan (Anti-Bullying officer)

Mr Sean Cotter (Guidance Counsellor)

Mr John Lee (Deputy principal)

Ms Suzanne McMahon (Principal)

5. The education and prevention strategies (including strategies specifically aimed at cyber-bullying and identity-based bullying including in particular, homophobic and transphobic bullying) that will be used by the school are as follows:

- Issues of cyber-bullying and identity-based bullying including in particular, homophobic and transphobic bullying will be addressed through various subjects including SPHE and Religion and by speaker(s) coming to the school and engaging students in a workshop.
- Strategies to engage students in addressing problems by hand into a postbox outside Deputy Principal's office, where details of any bullying incidences can be submitted to the AB committee. Anti-Bullying week will take place annually and this will highlight definition of bullying, inappropriate behaviors, ways of reporting bullying incidences, etc.
- Parents will be provided with feedback following on from speaker's workshop with all students on anti-bullying. Any bullying issues reported, parents will be involved in the investigation and follow up. **Parents will be informed through the Parents' Association of the anti-bullying policy and asked** to contribute before ratification by the BOM.
- Informative posters will be designed by students in class and displayed throughout the school. Information **& the anti-bullying policy** will also be uploaded to the school website.

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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 :

System for referral for bullying behavior:

1. Class teacher/Staff member will send referral to Year Head
2. Year head will meet student(s) and check if behavior is once off or unwanted negative behavior, verbal, psychological or physical, conducted by an individual or a group against another person(s) and which is repeated over time. In the event it is once off or a first incident a verbal warning will be issued. The year head will document **Verbal Warning** on top of the referral sheet, **and give to the anti-bullying committee.** The year head may decide in consultation with Senior Management that the student may be placed on year head report and /or sanctions may be imposed in line with our code of behavior.
3. In the event of repeated behavior the referral will be **given to the anti-bullying committee and Senior Management and** an investigation will be instigated.
4. The committee will meet with the relevant parties. Parents will be informed of the reported incident. A thorough investigation will take place and appropriate sanctions in line with our code of behavior will be issued.
5. Staff and all ancillary staff will be asked to monitor behavior of parties over a previously agreed time span with parties involved.
6. Follow up: AB committee will meet with parties involved before end of academic year. Positive reward/treats organised at end of year.

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

A student or parent may bring a bullying concern to any teacher or non-teaching member of staff in the school. Individual teachers/ancillary staff must take appropriate measures regarding reports of bullying behaviour in accordance with the school's anti-bullying policy.

Suitable interventions identified by the school include where the teacher or staff member informed of the incident can provide details on the anti-bullying referral form and submit to the committee. Students can submit in the postbox located at the admin office reports of any behaviours or incidences of concern. During anti-bullying week and at other times during the year as required, students are given an opportunity to write anonymous notes outlining bullying behaviours/incidences of concern. These will be reviewed by year heads and the anti-bullying committee and investigated thoroughly.

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 6th December 2023.

11. This policy has been made available to school personnel, published on the school website (or where none exists, is otherwise readily accessible to parents and pupils on request) and providedto the Parents' Association (where one exists). A copy of this policy will be made available tothe Department and the patron if requested.

12. This policy and its implementation will be reviewed by the Board of Management once in everyschool year. Written notification that the review has been completed will be made available toschool personnel, published on the school website (or where none exists, be otherwise readily accessible to parents and pupils on request) and provided to the Parents' Association (where one exists). A record of the review and its outcome willbe made available, if requested, to thepatron and the Department.

Signed: _____   Signed: _____
(Chairperson of Board of Management)   (Principal)

Date: 6th December 2023   Date: 6th December 2023

Date of next review: December 2024