



# **Coláiste Cois Siúire**

**Anti-Bullying Policy  
(Draft)**

### Scope:

This Policy deals with bullying in Coláiste Cois Siúire. It deals with bullying behaviour which may arise within the school and which can affect the progress of students attending the school.

### Statement on Bullying:

- Each member of the school community deserves an environment free from intimidation and discrimination.
- Coláiste Cois Siúire promotes the development of each individual in a safe, happy, healthy and supportive environment.
- Bullying is the unwelcome behaviour/treatment of one person to another.
- All forms of bullying /harassment are prohibited.
- Reporting of incidents of bullying are encouraged and will be investigated through the structures adopted by the school.
- All pupils must be aware of the right of all to work in an environment free from harassment, sexual harassment or discrimination.
- The school promotes an awareness of diversity and inclusiveness.

### Rationale:

The purpose of this policy document is in order to protect every individual within the school community from any form of bullying. This will be done, by ensuring that the appropriate measures are taken where bullying arises, in accordance with the Department of Education and Science guidelines and VEC policy.

### Goals:

The goals of the anti-bullying policy are to put in place, clear strategies to prevent bullying in our school and also procedures for dealing with and recording incidents of bullying which thereafter may arise

The policy is underpinned by the anti-bullying code:

- Pupils, staff and parents treat each other fairly and with respect.
- Bullying behaviour is not tolerated.
- People feel safe and are able to report bullying without being afraid.
- The code of behaviour for staff is in the VEC policy document and the DES Child Protection Guidelines. The basis for appropriate behaviour of those involved in education in the school is one of mutual respect.

### Definition:

The Department of Education and Science Guidelines on countering bullying behaviour in primary and post-primary schools, published in September 1993, define bullying as "repeated aggression, verbal, psychological or physical, conducted by an individual or group against others".

Types of behaviour deemed to be inappropriate includes, but is not confined to:

- Humiliation; including name-calling, reference to academic ability.
- Intimidation; including aggressive use of body language.
- Verbal abuse, anonymous or otherwise.
- Physical abuse or threatened abuse.
- Aggressive or obscene language.
- Victimisation: including very personal remarks.

- Exclusion and isolation.
- Intrusion through interfering with personal possessions or locker.
- Threats, including demands for money.
- An attack by rumour, gossip, innuendo or ridicule on any individual's reputation.

Bullying often involves discrimination. In line with the Equal Status Act 2000/2004 the nine grounds on which discrimination is prohibited are

- Gender
- Marital status
- Family status
- Sexual orientation
- Religion
- Age
- Disability
- Race
- Membership of the Travelling Community

**Preventative Strategy:**

A proactive approach will be taken towards ensuring that bullying does not take place within the school community. Awareness is key to the prevention of bullying and the reality of bullying and its detrimental effects.

As part of the SPHE curriculum students learn about bullying and its negative effects.

## PROCEDURES FOR NOTING AND REPORTING INCIDENTS OF BULLYING BEHAVIOUR.

### Procedure:

- Teaching staff in consultation with the appropriate staff member will record and take appropriate measures regarding reports of bullying behaviour in accordance with this policy and code of behaviour and discipline.
- All reports of bullying, no matter how trivial, will be noted, investigated and dealt with by the school. In this way it is intended to ensure that everybody involved in the school community, have confidence in the schools procedures.
- Serious cases of bullying must be reported immediately to the principal or deputy principal.
- Parents/Guardians will be informed by the principal or deputy principal of those involved in bullying sooner rather than later. They then have an early opportunity to support their child.
- Students will report their concerns to class teachers or any of their teachers. They should be advised that they are acting responsibly as opposed to "telling tales".
- Non-teaching staff will report incidents of bullying behaviour witnessed by them to the appropriate teaching member of staff.
- A complaint against a staff member should first be raised by the staff member in question and with the principal. Thereafter the complaint and disciplinary procedures will be followed as appropriate.

## **PROCEDURES FOR INVESTIGATING REPORTED INCIDENTS**

- In our anti-bullying statement it has been laid down by our school that, bullying is not acceptable and will not be tolerated. The aim of the school is to resolve bullying issues.
- Five basic questions must be investigated, Who? What? When? Where? Why?
- In dealing with bullying the school will take a calm, problem solving approach.
- Appropriate personnel will interview all of the students involved individually in a bullying incident.
- The class teacher will be kept informed of all incidents and have access to relevant written reports.
- Actions being taken by the school and the reasons for them will be clearly explained to the students involved and their parents/guardians.
- If the incident is deemed to be minor, a verbal warning will be given to the bully to stop the inappropriate behaviour, pointing out how he/she is in breach of the code of behaviour and trying to get her/him to see the situation from the victim's point of view. If deemed appropriate, parents may be contacted.
- Bullying needs to be seen by students as something, which is taken seriously within our school and so therefore, the appropriate punishments will be implemented.
- Offenders and victims of bullying may be referred to counselling.

## **SANCTIONS THAT MAY BE IMPOSED AS A RESULT OF BULLYING WILL INVOLVE THE FOLLOWING STEPS**

- Being asked to stop when involved.
- Contacting the parents/guardians if the behaviour does not cease.

- Sanctions which the school deems suitable in keeping with the schools code of discipline.
- Including suspension/exclusion if the behaviour does not stop.

#### **APPEALS:**

Where bullying behaviour remains unresolved after each of the procedures have been followed, the matter will be referred to the Board of Management. If it fails at Board of Management level, pupils and parents/guardians will be advised of their rights of appeal to the Department of Education.

#### **EVALUATION:**

This policy is subject to regular review.