



CBS Ennistymon

Policy on Anti-Bullying

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 Meánscoil Na mBráithre, Ennistymon 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 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

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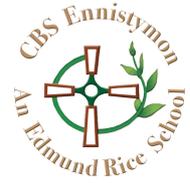
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- On-going evaluation of the effectiveness of the anti-bullying policy.

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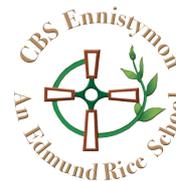
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3. In accordance with the *Anti-Bullying Procedures for Primary and Post-Primary Schools* bullying is defined as follows:

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*.

Meánscoil na mBráithre acknowledges that the elimination of bullying demands a whole-school approach and we endeavour to increase awareness among the whole school including students, staff, parents and the Board of Management.

3.1 Role of Pupils

- Students of Meánscoil na mBráithre are encouraged to approach a member of staff if they are being bullied or are aware that another student is being targeted: When this is done – the report will be taken seriously, it will be investigated and appropriate action taken. Counselling and support will be made available.

3.1 Role of Staff

- Note signs and symptoms of bullying in students.

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- Check patterns of attendance and lateness or sickness in school.
- Be aware of sudden drop in academic achievement.
- Discuss bullying behaviour and acceptable behaviour in your classes.
- Be punctual to your classes to avoid bullying behaviour.
- Report any incidents of observed or reported bullying behaviour.
- When on supervision duty, observe if any student appears to be on his own.
- Observe and correct inappropriate behaviour.

3.3 Role of Parents/Guardians

To safeguard your son and his fellow pupils, parents are asked to report instances of bullying if:

- Your son is being bullied.
- A friend of your son is being bullied.
- Your son is involved in bullying.

4. Procedures for Noting and Reporting Incidents of Bullying

- Students who feel they are being bullied should report the incident any member of staff.
- Students who observe other students being bullied should report incidents to any member of staff.
- Parents should contact the school if they are aware of, or suspect, bullying of their own son or another pupil.
- Any teacher who is aware of, or suspects bullying should report the incident to Junior or Senior Deans of discipline, the Deputy Principal or the Principal.
- Other members of staff may report incidents of bullying e.g. special needs assistant, secretary and caretaker.

5. The relevant teachers for investigation and dealing with bullying are as follows:

- Any teacher who suspects or to whom an incident of bullying is reported.
- If the incident is not resolved it will be reported to the Dean of Discipline for Junior Classes or Dean of Discipline for Senior Classes.
- If the incident is not resolved it will be reported to the Principal.
- The alleged victim and alleged perpetrator of the incident will be spoken to and encouraged to resolve the problem.
- The alleged victim and alleged perpetrator will be asked to write down the relevant details. These details will be attached to the incident form.

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- Interviews will be conducted with sensitivity and with due regards to the rights of all involved.
- Records will be kept of incidents and procedures followed.
- In the case of a complaint regarding a staff member, this should be referred immediately to the Principal.
- Where cases relating to either a student or a teacher remain unresolved at school level, the matter should be referred to the school's Board of Management.

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

- S.P.H.E. classes.
- Religion classes
- Addresses at morning assemblies.
- Visiting speakers as appropriate.
- Individual teacher address the subject in their own classes as appropriate.
- Anti-Bullying posters.
- Anti-Bullying campaigns
- Visits by the school Chaplain.
- Explicitly teaching students about the appropriate use of social media.
- Actively promoting the right of every member of the school community to be safe and secure in the school.
- Actively encouraging parents through the Parents' Council to be aware of the signs and symptoms of bullying.

The elimination of bullying is the responsibility of everyone. Together we can create a safe and respectful environment.

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:

- Minor incidents will be dealt with by the teacher concerned

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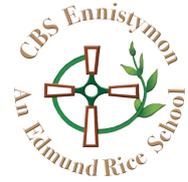
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- Intervene immediately if an individual is insecure as a result of the negative behaviour of others and deal with the instigator through the school's code of behaviour.
- If the incident is deemed of a serious nature inform the Deputy Principal or Principal.
- It may be necessary to contact the parents/guardians of the student who has reported the incident and arrange to meet them with a view to reaching a mutually acceptable solution.
- The parents/ guardians of the perpetrator may be contacted and requested to attend the school with a view to resolving the incident(s)
- The incident may be dealt with by the Deputy Principal and Principal at this stage.
- A serious incident of bullying may have to be brought to the Board of Management
- Incidents of bullying will be recorded on the schools VSWare , in the Notes section.

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

The aim of the anti-bullying procedures is to restore good relations between the parties and not to apportion blame.

- When allegations of bullying have been investigated both parties may be referred to the school counsellor as deemed appropriate
- The students responsible for the bullying will be dealt with by the schools discipline procedure and referred to counselling.
- Parents will be encouraged to keep in contact with the school to ensure that there are no further incidents of bullying behaviour.
- Expulsion may be considered by the Board of Management in severe cases.

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

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grounds specified i.e. gender including transgender, civil status, family status, sexual orientation, religion, age, disability, race and membership of the Traveller community.

4. This policy was adopted by the Board of Management on 19-12-2017
5. This policy has been made available to school personnel, published on the school website and is otherwise readily accessible to parents and pupils on request) and provided to the Parents' Association. A copy of this policy will be made available to the Department and the patron if requested.
6. 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: Bridgette Meehan
(Chairperson of Board of Management)

Signed: Mary Lyons
(Principal)
Date: 19-12-2017

Date of next review: ___Dec 2018_____

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