



*St. Brendan's
National School*

Principal:
Mr. Niall Mulvey

Deputy Principal:
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LOUGHSHINNY,
SKERRIES, CO. DUBLIN

St Brendan's N.S. Loughshinny

Anti-Bullying Policy



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Anti-Bullying Policy

In accordance with the requirements of the Education (Welfare) Act 2000 and the code of behavior guidelines issued by the NEWB, the Board of Management of St. Brendan's school have adopted the following Anti-Bullying policy within the framework of the school's overall code of behavior. This policy fully complies with the requirements of the Anti-Bullying Procedures for Primary and Post-Primary Schools, published in September 2013.

The Board of Management recognizes the very serious nature of bullying and the severely negative impact that it can have on the lives of the pupils and is therefore fully committed to the following key principals of best practice in preventing and tackling any bullying behavior;

1. 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
- promotes respectful relationships across the school community

2. Effective Leadership from all staff

3. A school-wide approach to procedures

4. A shared understanding of what bullying is and how it impacts pupils

5. Implementation of education and prevention strategies (including awareness raising measures) that –

- Build empathy, respect and resilience in pupils
- Explicitly address the issues of cyber-bullying and identity-based bullying in particular, homophobic and transphobic bullying

6. Effective supervision and monitoring of pupils

7. Supports for all staff

8. Consistent recording, investigation and follow up of bullying behaviour (including use of established intervention strategies)

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



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Bullying Behavior

In accordance with Anti-Bullying Procedures for Primary and Post-Primary schools, bullying is defined as; unwanted negative behaviour, verbal, psychological or physical conducted, by an individual or group against another person (or persons) and which is repeated over time. Bullying behaviour include:

- deliberate exclusion
- malicious gossip
- cyber-bullying
- 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. These incidents should be dealt with as appropriate, in accordance with the School 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 shared by other people will be seen 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.

The relevant teacher(s) for investigating and dealing with bullying is (are) as follows:
(see Section 6.8 of the Anti-Bullying Procedures for Primary and Post-Primary Schools)

The class teacher in the first instance, the principal **Niall Mulvey** and any other member of the staff who have been directly or indirectly aware of the circumstances surrounding the issues that will assist in the investigation of the bullying issues.



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Anti-Bullying Procedures

The education and prevention strategies (*including strategies specifically aimed at cyber- bullying, homophobic and transphobic bullying*) that the school will use are as follows: (*see Section 6.5 of the Anti-Bullying Procedures for Primary and Post-Primary Schools*)

- Anti-Bullying Code displayed in classrooms and corridors
- Artwork
- Posters
- Drama
- Co-operative Games
- R.S.E
- Stay Safe, Knowing for Growing
- Walk Tall
- Role Play
- Circle Time
- Sports Programme
- Debating
- Project Work
- Targeting Bullying in your class:- prim-Ed
- Howard Gardner's Multiple Intelligence Theory (7 intelligences)
- Cherry Tree Books
- Nurture Club/BUDDY club
- Whizz kids Chess club
- Cyber bullying awareness programme and poster competition
- Enrolment in local Skerries community anti-bullying initiative
- "I love good manners" initiative

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: (*see Section 6.8 of the Anti-Bullying Procedures for Primary and Post- Primary Schools*):



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The Principal/Class Teacher investigating any incidents of bullying behaviour will adhere to the following procedures:-

- Find out what? Where? Who? and why?
- Speak to the injured party
- Speak to the person accused
- Speak to independent witnesses if possible/necessary
- Record details in class and/or yard "Bullying Record Book"
- If it concluded that a pupil has been engaged in bullying behaviour, it will be made clear to them that they are in breach of the Code of Discipline.

When a pattern of bullying behaviour emerges or a serious incident occurs, the Principal, will be made aware of it and a decision will be made regarding contacting parents, of both the "bully" and the "victim".

When parents are contacted, the action taken will be explained to them and the reasons for such action. Ways in which they can reinforce or support the actions taken by the school will be discussed with them.

In cases of serious bullying, the matter will be dealt with under the Code of Discipline.

All incidents of bullying, no matter how trivial will be noted, investigated and dealt with by teachers.

The **Principal** is notified when:-

- Persistent bullying occurs.
- Serious incidents occur.
- Parents raise concerns.
-

Parents are notified when:-

- Where, a teacher is concerned.
- When, parents need to be alerted, to safeguard/protect their child outside of school hours.
- Where, a child appears distressed or there appears to be a change in usual behaviour.



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Programme for Working with Victims and Bullies

Pupils initiating bullying behaviour need assistance on an ongoing basis. For those pupils experiencing low self-esteem opportunities will be developed to further enhance feelings of self-worth.

Pupils who become the victim for bullying behaviour may need the opportunity to develop their confidence and self-esteem.

The Anti-Bullying Code will be re-iterated on an ongoing basis in the classrooms and aspects will be reinforced at assembly where the need arises.

Referring Individuals who need Specific Support from Outside Agencies:

In certain cases, it may be necessary to refer the bully or the victim for assistance and support from outside agencies. If a parent or teacher is concerned about a pupil's behaviour they should speak to the Principal, who would then be able to advise them on what support is available.

Procedure for Parents concerned about Bullying Behaviour:

- Parent should approach the class teacher with a view to resolving the situation
- Should this prove unsatisfactory the parent should approach the principal
- If the situation is still unresolved the parent should raise the matter with the chairperson of the B.O.M
- If the situation is still unresolved, the parent should lodge a complaint in writing to the board, which will then take the complaint to a formal stage.

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.



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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.

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 is available to the Department and the patron if requested. This policy and its implementation, will be reviewed by the Board of Management once in every school year.

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 (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 will be made available, if requested, to the patron and the Department.

The Board of Management adopted this policy on _____

Signed: _____

(Chairperson of the Board of Management)

Signed: _____

(Principal)