



St Brendan's N.S

Bí Cineálta Policy to Prevent and Address Bullying Behaviour

- The Board of Management of St Brendan's has adopted the following policy to prevent and address bullying behaviour.
- This policy fully complies with the requirements of *Bí Cineálta: Procedures to Prevent and Address Bullying Behaviour for Primary and Post-Primary Schools 2024*.
- The board of management acknowledges that bullying behaviour interferes with the rights of the child as set out in the United Nations Convention on the Rights of the Child. We all, as a school community, have a responsibility to work together to prevent and address bullying behaviour and to deal with the negative impact of bullying behaviour.
- We are committed to ensuring that all students who attend our school are kept safe from harm and that the wellbeing of our students is at the forefront of everything that we do. We recognise the negative impact that bullying behaviour can have on the lives of our students, and we are fully committed to preventing and addressing bullying behaviour.
- We confirm that we will, in accordance with our obligations under equality legislation, take all such steps that are reasonably practicable to prevent the harassment of students or staff on any of the nine grounds specified: gender, civil status, family status, sexual orientation, religion, age, disability, race and membership of the Traveller community.

Definition of bullying

- Bullying is defined in *Cineáltas: Action Plan on Bullying* and *Bí Cineálta: Procedures to Prevent and Address Bullying Behaviour for Primary and Post-Primary Schools* as **targeted behaviour**, online or offline that causes harm. The harm caused can be physical, social and/or emotional in nature.
- Bullying behaviour is **repeated** over time and involves an imbalance of power in relationships between two people or groups of people in society. The detailed definition is provided in Chapter 2 of the *Bí Cineálta* procedures.
- Each school is required to develop and implement a *Bí Cineálta* policy that sets out how the school community prevents and addresses bullying behaviour. Strategies to deal with inappropriate behaviour that is not bullying behaviour are provided within the school's Code of Behaviour.

Section A: Development/review of our *Bí Cineálta* policy to prevent and address bullying behaviour

All members of our school community were provided with the opportunity to input into the development/review of this policy.

	Date consulted	Method of consultation
School Staff	18/6/2025	Half day closure
Students		
Parents		
Board of Management		
Wider school community as appropriate, for example, bus drivers		
Date policy was approved:		

	Date consulted	Method of consultation
Date policy was last reviewed:		

Section B: Preventing Bullying Behaviour

This section sets out the **prevention** strategies that will be used by the school. These include strategies specifically aimed at preventing online bullying behaviour, homophobic and transphobic bullying behaviour, racist bullying behaviour, sexist bullying behaviour and sexual harassment as appropriate (see Chapter 5 of the Bí Cineálta procedures):

- A school-wide approach to the fostering of respect for all members of the school community.
- The promotion of the value of diversity to address issues of prejudice and stereotyping,
- The fostering and enhancing of the self-esteem of all our pupils through both curricular and extracurricular activities.)
- School-wide awareness raising and training on all aspects of bullying, to include pupils, parents /guardians, and the wider school community.
- Supervision and monitoring of classrooms, corridors, school grounds, school tours and extracurricular activities. Non-teaching and ancillary staff will be encouraged to be vigilant and report issues to relevant teachers. Supervision will also be applied to monitoring students' use of communication technology within the school.
- Foster a culture of speaking up, with a particular emphasis on the importance of bystanders. In that way, pupils will gain confidence in 'telling'. This confidence factor is of vital importance. It should be made clear to all pupils that when they report incidents of bullying, they are not considered to be tattling, but are instead behaving responsibly.
- The development of an Acceptable Use Policy in the school to include the necessary steps to ensure that access to technology within the school is strictly monitored, as is the pupils' use of mobile phones.
- The full implementation of the SPHE, RSE and Stay Safe Programmes. Well-being Week, Zones of Regulation, Smart Moves, Friends for Life, and Lust for Life were adopted for the whole school.
- Continuous Professional Development for staff in delivering these programs.
- School-wide delivery of lessons on bullying from evidence-based programs, e.g. Stay Safe Program, The Walk Tall Program, Friends for Life and Lust for Life.
- School-wide delivery of lessons on Cyber Bullying (#UP2US, Be Safe-Be Web Wise, Homophobic and Transphobic Bullying (Stand Up Program), **Diversity and Interculturalism. Zeeko** cyberbullying program.
- Delivery of the Garda visits at the primary level. These lessons, delivered by Community Gardai, cover issues around personal safety and cyber-bullying
- Our school will specifically consider the additional needs of SEN pupils in program. Implementation and the development of skills and strategies to enable all pupils to respond appropriately. Students with additional needs are encouraged to teach other children about their neurodiversity.
- Pride week is to be celebrated as the many different families that we have now. Gender differences and the pronouns used are to be explained and discussed.
- Buddy Club at break time to create an atmosphere of inclusion for all students
- Teaching different religions and how every family is different with various ideas and beliefs.
- Cultural awareness days and weeks to celebrate different cultures, food and traditions.

- The "Give racism the red card" program is to be implemented.
- The student council is involved in spreading the message of acceptance. The art council and Doodle Club help with creating art and posters to spread awareness.

The school has the following supervision and monitoring policies in place to prevent and address bullying behaviour (see Chapter 5 of the Bí Cineálta procedures):

- Supervision and monitoring of classrooms, corridors, school grounds, school tours and extracurricular activities. Non-teaching and ancillary staff will be encouraged to be vigilant and report issues to relevant teachers. Supervision will also be applied to monitoring students' use of communication technology within the school.
- Safety Squad to help on the yard and in classes.
- Scheduled roaming at break times to supervise classes while students are eating.
- Meet and greet in the morning with the principal outside the front door, and the principal says goodbye after school to check in with the children.
- SNA at the gate with the lollypop lady to supervise the children leaving the school.
- SNAs are on the yard as well as teachers.
- Fostering an approachable and open relationship with parents is good practice.

Section C: Addressing Bullying Behaviour

The teacher(s) with responsibility for addressing bullying behaviour is (are) as follows:

When bullying behaviour occurs, the school will:

- ensure that the student experiencing bullying behaviour is heard and reassured
- seek to ensure the privacy of those involved
- Conduct all conversations with sensitivity
- Consider the age and ability of those involved
- listen to the views of the student who is experiencing the bullying behaviour as to how best to address the situation
- Take action in a timely manner.
- Inform parents of those involved

The steps that the school will take to determine if bullying behaviour has occurred, the approaches taken to address the bullying behaviour and to review progress are as follows (see Chapter 6 of the Bí Cineálta procedures):

Speaking to both sides. Give the children a chance to explain; avoid loaded or blaming questions. Get all the information. It may also be appropriate or helpful to ask those involved to write down their account of the incident(s).

- Determine if it is bullying, is it targeted, harmful, and repeated?
- Check the yard and incident book, as well as Alladin notes, for previous history and records.
- Check with the supervising teacher.
- Call both sets of parents.
- Keep records.
- Monitor the situation.
- The principal is involved when it is appropriate. Inform the principal.
- In cases where the relevant teacher has determined it that bullying behaviour has occurred, the parent(s)/guardian(s) of the parties involved should be contacted at an early stage to inform them

of the matter and explain the actions being taken (by reference to the school policy). The school should give parents (s)/guardians (s) an opportunity to discuss ways in which they can reinforce or support the actions being taken by the school and the support provided to the pupils.

- Where the relevant teacher has determined that a pupil has been engaged in bullying behaviour, it should be made clear to him/her how he/she is in breach of the school's anti-bullying policy and efforts should be made to try to get him/her to see the situation from the perspective of the pupil being bullied;
- It must also be made clear to all involved (each set of pupils and parent(s)/guardian(s)) that in any situation where disciplinary sanctions are required, this is a private matter between the pupil being disciplined, his or her parent(s)/guardian(s) and the school;
- Follow-up meetings with the relevant parties involved should be arranged separately to possibly bring them together at a later date if the pupil who has been bullied is ready and agreeable.
- All staff must keep a written record of any incidents witnessed by them or reported to them. All incidents must be reported to the relevant teacher
- While all reports, including anonymous reports of bullying, must be investigated and dealt with by the relevant teacher, the relevant teacher must keep a written record of the reports, the actions taken and any discussions with those involved regarding the same.
- The relevant teacher must inform the principal of all incidents being investigated.

The school will use the following approaches to support those who experience, witness and display bullying behaviour (see Chapter 6 of the Bí Cineálta procedures):

- Support their well-being through the implementation of a well-being policy.
- Encourage both parties involved to discuss the incident and refrain from shying away or hiding it.
- Reinforce anti-bullying lessons as per the curriculum.
- Encourage a culture of telling in the school.
- All in-school supports and opportunities will be provided for the pupils affected by bullying to participate in activities designed to raise their self-esteem, to develop friendships and social skills and build resilience.
- Buddy / Peer mentoring system
- SET teacher to work closely with groups, the teacher and the principal on supporting the child involved.
- Group work, such as circle time.
- If pupils require counselling or further support, the school will endeavour to liaise with the appropriate agencies. This may be for the pupil affected by bullying or involved in the bullying behaviour.
- Pupils should understand that there are no innocent bystanders and that all incidents of bullying behaviour must be reported to a teacher.

Procedures to Prevent and Address Bullying Behaviour for Primary and Post-Primary Schools

All bullying behaviour will be recorded. This will include the type of behaviour, where and when it took place, and the date of the engagement with students and parents. The actions and supports agreed to address bullying behaviour will be documented. If the bullying behaviour is a child

protection concern the matter will be addressed without delay in accordance with *Child Protection Procedures for Primary and Post-Primary Schools*.

Section D: Oversight

The principal will present an update on bullying behaviour at each board of management meeting. This update will include the number of incidents of bullying behaviour that have been reported since the last meeting, the number of ongoing incidents and the total number of incidents since the beginning of the school year. Where incidents of bullying behaviour have occurred, the principal will also provide a verbal update which will include where relevant, information relating to trends and patterns identified, strategies used to address the bullying behaviour and any wider strategies to prevent and address bullying behaviour where relevant. This update does not contain personal or identifying information. See Chapter 7 of the Bí Cineálta procedures.

This policy is available to our school community on the school's website and in hard copy on request. A student-friendly version of this policy is displayed in the school and is also available on our website and in hard copy on request.

This policy and its implementation will be reviewed, following input from our school community, each calendar year or as soon as practicable after there has been a material change in any matter to which this policy refers.

Signed: _____ Date: _____

(Chairperson of board of management)

Signed: _____ Date: _____

(Principal)