

Anti Bullying Policy

Threen N.S.

Introductory Statement

State how and when the policy was formulated and who was involved.

Rationale

This policy is based on the DES guidelines "Countering Bullying". It aims to produce a safe and caring environment in which all children can develop to their full potential.

The school does not tolerate or condone bullying of any form or at any lever of the school community. The Board of Management is committed to ensuring that all members of the school community – pupils, staff, and parents are enabled to act effectively to deal with bullying. This policy guides action and organisation within the school for preventing and responding to bullying.

Definition of Bullying

Bullying may be defined as repeated acts of aggression; which may be verbal, psychological or physical conducted by an individual or group against others.

Bullying may take many different forms such as physical aggression, damage to property, theft to property, extortion, intimidation, abusive telephone calls, isolation, name calling, writing notes, emailing or texting. As a form of aggressive behaviour it is usually hurtful or deliberate. It is persistent over time and makes it difficult for those being bullied to defend themselves.

It is important not to confuse bullying with isolated incidents of aggressive or antisocial behaviour, which must not be condoned. However when the behaviour is systematic and ongoing it becomes bullying.

All members of the school community have a role to play in the prevention of bullying.

Relationship to characteristic spirit of the school

Threen N.S. seeks to provide an appropriate education for all pupils in accordance with the overall ethos of the school, which states that it is dedicated to the care of the whole community. It aims to provide a safe, secure and tolerant environment for the learning and to promote the full and harmonious development of each pupil. The implementation of an anti bullying policy reflects this.

Aims

The aims of this policy are:

- To raise awareness of bullying as a form of unacceptable behaviour with school management, teaching and non-teaching staff, pupils and patents/guardians.
- To create a school ethos which encourages children to disclose and discuss incidents of bullying behaviour.

- To develop procedures for investigation and dealing with incidents of bullying behaviour.

Other aims are listed in the DES Guidelines on Countering Bullying Behaviour September 1993, see attached document.

Guidelines

- All parents will receive a copy of the anti bullying policy on enrolment to create awareness of the definition of bullying and the procedures for dealing with it in the school.
- Bullying strands in the SPHE programme will be covered by each class teacher every year. These topics may be repeated in the event of bullying occurring. Bullying awareness will be also developed through the medium of drama, art and other subject areas.
- Children will be involved in creating classroom rules at the beginning of the school year to develop their awareness of justice and fair play.
- Children are supervised at play during breaks in the school yard or in the classroom by a member of the school staff and pupil behaviour is monitored to alleviate potential incidences of bullying.
- Procedures for investigation and dealing with an incident of bullying behaviour are as follows:
 1. Informal Bullying incidents should be reported to the class teacher and/or the supervising teacher for investigation. This reporting may be done by the pupil, parent or a friend. All reported incidents which are serious or are part of a pattern of behaviour will be noted, investigated and treated as circumstances require. Serious cases of bullying will be reported to the Principal.
 2. Responding to Bullying
Support will be provided for anyone who is bullied by offering them an immediate opportunity to talk about their experience with their teacher or another teacher, along with continuing support when they feel they may need it. A victim will be assured that the school community will help them and put monitoring procedures in place to safeguard them.

The school will inform parents/guardians of what has happened and of the measures being taken to help them, encourage them to report further incidences if they occur.

Help and support will be sought for a bully. This will include speaking with them to discover why they came involved, informing their parents/guardians and continuing to work with them in order to modify their behaviour. The school code of behaviour applies to bullying. The bully will be helped to see things from the victims point of view. Bullies may be excluded from the playground at lunch break or subject to special monitoring procedures and if bullying continues they will be referred to the B.O.M. and may be suspended in accordance with procedure.

Any pupil who is involved in retaliation against a pupil who reports bullying will be subject to the school code of discipline. Incidents of bullying will be used as

appropriate for re-enforcing the anti-bullying policy of the school. Follow-up meeting may be arranged to assess progress and/or restore relationships.

- In cases where the bully or the victim requires assistance from the outside agency Procedures for referral in the schools learning support policy will be referred to.
- For cases of adult bullying the procedures as outlined in the INTO/Management Bodies publication "Working Together. Procedures and Policies for Positive Staff Relations" should be followed, which is available to staff in the school.

Success Criteria

Success will be measured by Positive feedback from teachers, parents, pupils and the school community and by observation of behaviour in class rooms, corridors, yard.

Roles and Responsibility

The principal will coordinate the monitor the implementation of this policy and each class teacher is responsible for implementing the policy within their own classrooms. The policy is also presented to parents on enrolment and they signify their acceptance by signature.

Implementation Date

This policy will be implemented immediately.

Timetable for Review

This policy will be reviewed in 2014.

Ratification & Communication

This policy was officially ratified by the B.O.M. and will be circulated to all parents on the school website.



Michael O'Donoghue