

## Anti – Bullying Policy

In accordance with the requirements of the Education (welfare) Act 2000 and the Code of Behaviour guidelines issued by TUSLA, the Board of Management of St.Paul's National 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.

1. The Board of Management recognises the very serious nature of bullying and the negative impact that it can have on the lives of the pupils and is therefore fully committed to the following key principles of the 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
- > 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
- > explicitly addresses 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)

On – going evaluation of the effectiveness of the Anti-Bullying Policy.

2. 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

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 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.

**3.** 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):

1. Class Teacher
2. Principal

**4.** The education and prevention strategies ( including strategies specifically aimed at cyber-bullying and identity – based bullying including in particular, homophobic and transphobic bullying) that will be used by the school are as follows ( see section 6.5 of the Anti-Bullying Procedures for Primary and Post – Primary Schools ):

1. Develop pupil’s awareness and understanding of bullying
2. Display posters throughout the school promoting positive behaviour
3. Stay Safe Programme
4. R.S.E Programme
5. School Assemblies
6. S.P.H.E Lessons
7. School Code of Behaviour

**5.** The school’s procedures 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):

1. Investigate
2. Listen to both sides
3. Calm approach
4. After 20 days (template appendix 3 must be recorded by relevant teacher, if they consider that the bullying behaviour has not been adequately or appropriately addressed)
5. School Complaints Procedure

**6.** The schools programme of support for working with pupils affected by bullying is as follows

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

1. Resolve issues
2. Restore relationships
3. All reports must be investigated and recorded by the relevant teacher.
4. In any situation where disciplinary sanctions are required, this is a private matter between the pupil being disciplined, his or her parents/guardians and the school.

## **7. 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.

## **8. 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 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.

**9.** This policy was adopted by the Board of Management on 25<sup>th</sup> January, 2024.

**10.** This policy has been made available to school personnel published and published on the school website. A copy of this policy will be made available to the Department and the Patron if requested.

**11.** 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 the school personnel and published on the school website.

The Board of Management’s annual review of the school’s anti-bullying policy and its implementation was completed at the Board meeting of 24th April 2021

A record of the review and its outcome will be made available if requested to the Patron and the Department.

Signed Canon Andrew Ison, Chairperson

Signed Clodagh Redican, Principal

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Date 25<sup>th</sup> January, 2024

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Date of next review: January 2025