



Coláiste Chríost Rí

Anti-Bullying Policy

2021

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Anti-Bullying Policy

1 Introductory Statement

This Anti-Bullying Policy should be read in conjunction with the policies contained in the Anti-Cyber Bullying Policy, The Dignity in the Workplace Policy, The Code of Positive Behaviour and the Internet Acceptable Use Policy of Coláiste Chríost Rí.

2 Scope of this Policy

This policy applies: (including 5.2)

- During school time (including breaks)
- Going to and from school
- During school tours
- During extra-curricular activities
- In respect of bullying that occurs at a location, activity, function, or programme that is not school related, if it is in the opinion of the Principal and/or Board of Management that alleged bullying has created a hostile environment at school for the victim, has infringed on the rights of the victim at the school and/or has materially or substantially disrupted the education process or the orderly operation of the school."

3 Rationale for this Policy

(a) The Department of Education and Skills requires schools to have a written policy on bullying.

(b) Schools also have obligations under the Equal Status Acts, 2000, which relates to discrimination based on nine grounds: gender, marital status, family status, age, race, Religious Belief, disability, sexual orientation, membership of the Traveller community.

(c) Our Trustees, the Presentation Brothers Schools Trust (PBST), have a statutory obligation to ensure that a policy is in place that reflects the principles and values of the religious and educational philosophy of the school.

4 Relationship of this Policy to the Characteristic Spirit of the School

This policy is consistent with the Mission Statement of Coláiste Chríost Rí which states the following: Coláiste Chríost Rí is an evolving inclusive Christian community committed to Catholic education in the Presentation Brothers' tradition; we pursue academic and sporting excellence within a unique Gaelic culture and tradition. Our curriculum maintains a creative balance between preparation for the workplace and development of the person.

5 Objectives of this Policy

5.1 General Goals

- (a) To fulfil our mission statements commitment as outlined in the previous paragraph.
- (b) To promote each student's right to enjoy his learning and leisure time free from bullying, both in the school and while engaged in school-related activities.
- (c) To ensure every member of staff has the right to enjoy his/her work and association with Coláiste Chríost Rí.
- (d) To offer help, advice and support to victims of bullying.
- (f) To confront perpetrators of bullying and give them realistic, firm and consistent guidelines and support to help control their behaviour.
- (g) To work with, and through, the various local and national agencies where appropriate in countering all forms of bullying.

5.2 When will the policy apply?

In relation to students, this policy applies throughout the school year, for all school activities, both in the building and in the grounds of Coláiste Chríost Rí, and anywhere our students are under supervision of staff (trips, tours, sports outings, etc). Students on the way to the school or going home from the school are entitled to the protection of this policy. It should also be kept in mind that the school may take a view upon any items published, by any means, if those items could bring the name of the school or any person working in the school into disrepute. This last consideration is not confined to term-time only.

6 Key Measures

Coláiste Chríost Rí has adopted, without amendment, the document entitled 'Anti-Bullying-Procedures-for-Primary-and-Post-Primary-Schools' and is committed to all guidelines as set out therein.

7 Implementation

Arrangements, Roles and Responsibilities are set out in the document 'Anti-Bullying-Procedures-for-Primary-and-Post-Primary-Schools'

7.1 Sanctions

The aim of a sanction is to:

- (a) Help the person harmed to feel safe and be assured that the bullying will stop.
- (b) Hold the perpetrator to account by helping him to recognise the harm caused and to deter him from repeating the behaviour.
- (c) Demonstrate to the school community that bullying is unacceptable and that the school has effective ways of dealing with it, so deterring others from behaving similarly.

7.2 Success Criteria

The success of this anti-bullying policy will be evident in the wellbeing and happiness of the whole school community as reflected in fewer incidents of bullying behaviour being encountered.

7.3

Offenders and victims of bullying may be referred for counselling.

Anti-bullying policy

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 Coláiste Chríost Rí school has adopted the following anti-bullying policy within the framework of the school's overall code of positive 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.

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:

Fostering 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;
- build empathy, respect and resilience in pupils; and
- Implementation of education and prevention strategies (including awareness raising measures) that-
 - 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
 - The On-going of the effectiveness of the anti-bullying policy.

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 positive 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 positive 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 for investigating and dealing with issues of bullying is

Deputy Principal - Mr Liam Shorten

And, where considered appropriate by the Deputy Principal, any of the following:

- Guidance Counsellor
- Year Head (in relation to disciplinary aspect)
- Form Teacher (in relation to Pastoral aspect)
- If matter is serious, the entire Care team may be involved.
- Or any other staff member

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

- Inclusion in the Induction Week for new entrants
- Good example
- Assemblies to all year groups
- Key aspect of role of Meitheal training
- Additional reinforcing assemblies/ events, as deemed necessary.
- And may occur within the following subjects
 - S.P.H.E.
 - Religion
 - English
 - Life Skills
 - RSE
 - C.S.P.E.
 - History
 - Geography
 - P.E. (Personal and Social Responsibilities unit)

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

Awareness/Judgement

Record on VS Ware / Incident Report

Key person (Deputy Principal)

- Process the Case and, where deemed appropriate, invoke
- Disciplinary/Containment intervention and/or
- Invoke Counselling Support and/or
- Refer to Care team
- Inform Principal
- Report to B.O.M
- and, where necessary,
- Refer to outside agency

Caveat

The process may be amended in response to whether or not the victim wishes it to be known that he has made a complaint. In circumstance where the victim does not want it known that he has reported an issue, an indirect means of attaining primary information will be adopted in early stages of the investigation. This will typically involve

- Whole-class discussion with opportunity to give oral and/or written feedback.
- Review of CCTV footage in accordance with data protection legislation.
- Indirect conversation with students who may be aware of what is happening

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

Aim towards inclusion

For victim and aggressor: aim towards reconciliation

If considered wise, bring parties together to discuss what has happened

and, where considered wise

- Use peer group discussion and/or
- School wide intervention, such as assembly
- Invoke, where appropriate, the assistance of outside agencies (such as N.E.P.S)
- Use assistance of Meitheal team in maintaining contact with victim and aggressor
- And any other supports deemed necessary

Care of the victim

- Provide access to school services; School Guidance Counsellor/Pastoral Care Team
- Offer support on self-protection
- Support and regularly monitor the student to ensure the bullying behaviour has ceased
- Help the student to develop assertive skills and avoidance techniques

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.

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 was adopted by the Board of Management on _____.
- This policy has been made available to school personnel, published on the school website (or where none exists, is otherwise readily accessible to parents and pupils on request) and provided to the Parents' Association (where one exists). A copy of this policy will be made 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. 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. A record of the review and its outcome will be made available, if requested, to the patron and the Department.

Signed: Maria Walk [Chairperson BOM]

Date: 2021