

ST. FRANCIS XAVIER JUNIOR NATIONAL SCHOOL

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 St Francis Xavier JNS 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 and are available for staff on our server at S:Policies and the policy was developed following consultation with all partners and an advisory visit from the Education Officer, Barnardos.
2. 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:
 - 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;
 - Implementation of education and prevention strategies (including awareness raising measures) that-
 - build empathy, respect and resilience in pupils; and
 - 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
- On-going evaluation of the effectiveness of the anti-bullying policy.

3.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 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 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: Current members of our Behaviour Committee are: **Ms, Corbett, Mrs O' Connor, Ms Keogh, Ms Noone, Ms Halliden, Ms McLoughlin, Ms Reilly.**
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: **Each year Zeeko provide full day of support to the school. Students (1st and 2nd Class), teachers and parents attend workshops. Date is: 10th February 2019. (Each Feb)**
5. **In June 2018 the school was awarded an ISPCC Shield Flag for anti bullying This included the inclusion of a tool linked to our website to report bullying.**

- Emphasise acceptable behaviour at all times.
- Encourage and promote truthfulness, kindness, respect, sharing, and inclusiveness.
- Class Code on display in each classroom.
- Ensure that yard supervisors are punctual and at all times vigilant.
- All teachers ensure that children walk to and from the yard.
- Children never to be left unsupervised in the classroom.
- **S.I.T.** – As a whole school strategy and in keeping with Stay Safe and Walk Tall Programmes the following script is taught across all class levels, explicitly and through role-play:
S = Stop!
I = I don't like it!
T = *walk away and* TELL.

6. 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:

- When analysing incidents of bullying behaviour seek answers to questions of what? Where? When? Who? and Why? This should be done in a calm manner, setting an example in dealing effectively with a conflict in a non-aggressive manner. Some principles of **Restorative Practice** are used.
- During an investigation of bullying, the strategy of questioning a random selection of children from the class may be used, which includes the child alleged to be engaging in bullying. This affords the teacher/principal an opportunity to hear how things are

in the class in a non-threatening situation, as well as the ability to monitor whether other children are being affected by the behaviour.

- If it is concluded 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 Code of Behaviour and Discipline and try to get him/her to see the situation from the victim's point of view.
- Each member of the group should be helped to handle the possible pressures that often face them from the other members after interview by the teacher.
- Teachers who are investigating cases of bullying behaviour should keep a written record of their discussions with those involved.
- In cases where it has been determined that bullying behaviour has occurred, the Principal and class teacher meet with the parents or guardians of the two parties involved as appropriate. Explain the actions being taken and the reasons for them, referring them to the School Policy. Discuss ways in which they can reinforce or support the actions taken by the school.
- Arrange separate follow-up meetings with the two parties involved with a view to possibly bringing them together at a later date if the victim is ready and agreeable. This can have a therapeutic effect.
- Confidentiality – all instances of bullying shall be treated in confidence with those involved to maintain the dignity of all involved.

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

- SPHE; Grow in Love; Circle Time.
 - In certain cases, however, it may be necessary to invite the assistance of other local persons and formal agencies such as GP's; N.E.P.S. (National Educational Psychological Service); Health Boards (social/community workers); Gardaí.
 - Incredible Years Programme
8. Yard Hero award / Class of this week / Act of Kindness award / Fun Friends / Friends First / Shield Flag Kindness Monitors / Positivity Week each January
9. 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.

Feedback from teachers, parents and pupils will be regularly sought and used as an indication of the success or otherwise of the School Policy.

- The Principal will co-ordinate the implementation of this policy and will monitor it in consultation with the staff.
- The class teacher has responsibility for implementing and monitoring the policy within the class and reporting to the Principal.
- This does not diminish our overall responsibility to report any suspected incidents of bullying throughout the school.
- In the case of a proven victim, staff will be made aware of the situation, to assist the child in his/her rehabilitation.

10. 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.

11. This policy was adopted by the Board of Management in 2013.
12. 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. A copy of this policy will be made available to the Department and the patron if requested.
13. 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 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: _____
(Chairperson of Board of Management)

Signed: _____
(Principal)

Date: 25/09/2018

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Date of next review: 2020