

2025 BÍ CINEÁLTA POLICY TO PREVENT AND ADDRESS BULLYING BEHAVIOUR

The Board of Management of Scoil an Chroí Naofa Barraduff 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 take all steps that are reasonably practicable to prevent all bullying or harassment of our students in whatever form and however motivated.

Catholic schools have a distinctive understanding of the human person, recognising that every person is created in God's image and likeness and has inherent dignity as a child of God. This is the basis for ensuring that everybody in our school is treated with respect and care, in accordance with the Catholic Schedule.

As a Catholic school, we are committed to respecting the dignity of every individual. No human person is to be devalued and everybody has a part to play in the school community, regardless of difference.

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 for 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	28/04/2025	Half Day closure and staff meeting
Students	April 2025 April 2025	Questionnaire to all students in the school Focus group questionnaire
Parents	March 2025 May 2025	Online Questionnaire Draft policy sent to Parents Council
Board of Management	June 2025	BOM Meeting discussion
Wider school community as appropriate, for example, bus drivers	N/A	
Date policy was approved: 25/06/2025		
Date policy was last reviewed: 25/06/2025		

SECTION B: PREVENTING BULLYING BEHAVIOUR

In developing the preventative strategies which the school will use to prevent all forms of bullying behaviour, we come from the context of our Catholic ethos, where inclusivity permeates our school in a real way.

The dignity and the wellbeing of the individual person is of paramount concern in our Christian response. This school will listen closely to and dialogue with parents, thereby building a relationship of mutual understanding, respect, trust and confidence.

In continuing to develop prevention strategies this school will listen to your people and parents, to help establish their particular context and needs. Frequent periods of reflection and further engagement by the school, young people and parents. Will be used to discern appropriate support for young people in this school and to help inform future prevention strategies.

This school takes positive steps to ensure that the culture of the school is one which welcomes a respectful dialogue and encounter with diversity and difference by ensuring the prevention and inclusivity strategies re give priority and discussed regularly at our board do management and staff

meetings.

This section sets out the prevention strategies that will be used by the school to address all forms of bullying behaviour, in whatever form and however motivated, including 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):

CULTURE AND ENVIRONMENT

Our school will strive to create a culture and environment that has the following :

- A positive and inclusive school culture and environment and fosters a school-wide approach to respect for all members of the school community.
- Promote diversity and inclusion in all aspects of school life
- Using circle time regularly in classrooms to build positive relationships
- Encourage open communication between students, staff and parents
- The school will support a Telling Environment which encourages pupils to disclose and discuss incidents of bullying behaviour in a non- threatening environment
- Have visual reminders like artwork and posters around the school environment that promote friendship, kindness, equality, inclusion and respect.
- Develop a shared understanding of bullying and its impact to ensure that all members of the school community have this shared understanding of what constitutes bullying as defined by this policy.
- Supervision: Staff are rostered on yard duty and we have a supervision policy in place.
- Model respectful behaviour towards colleagues, pupils and visitors to our school
- Concern/ Worry box in each classroom
- Restorative Practices embedded in the whole school

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):

CURRICULUM

Our school will use the curriculum to educate pupils on bullying by using the following:

- Teaching and Learning in SPHE
- RSE curriculum
- Pupil participation in active learning through role play/ circle time etc.
- The use of outside professional speakers on online safety from time to time.

POLICY AND PLANNING

Our school will use policies and planning to prevent bullying by using the following:

- Bí Cineálta Policy (Anti- bullying)
- Student Friendly Bí Cineálta Policy
- Code of Behaviour
- Child Safeguarding statement
- Acceptable Use Policy

- Supervision Policy
- RSE policy
- SEN Policy
- SSE Wellbeing in Education
- Appropriate TPL (Teacher Professional Learning)

RELATIONSHIPS AND PARTNERSHIPS

Our school will use relationships and partnerships to prevent bullying :

- Identifying clear protocols to encourage parents and guardians to approach the school if they suspect that their child is being bullied.
- Interpersonal connections are supported through a range of formal and informal structures such as our Parents 'Association , our student council and our active school committee.
- Effective Leadership is a key component with Principal, Vice Principal and AP2 postholder forming the in school management team that work together.
- Encouraging parents to attend meetings that may occur with outside speakers on bullying/ cyberbullying etc.

PREVENTION OF CYBERBULLYING BEHAVIOUR:

Our school will aim to prevent cyberbullying behaviour in the following ways :

- Promoting digital citizenship
- Implementing the SPHE curriculum
- Implementing the AUP policy
- Referring to the Code of behaviour on a regular basis and its implications with regard to online behaviour
- Promoting online safety to parents
- The Smart Pledge Project

Prevention of homophobic/ transphobic bullying behaviour

- Maintaining an inclusive physical environment
- Encouraging empathy building activities
- Challenging gender stereotypes

Prevention of Racist Bullying Behaviour

- Fostering a school culture where diversity is celebrated
- Empathy building activities
- Providing supports to pupils from ethnic minorities including Traveller and Roma pupils
- Ensuring that library reading materials and textbooks represent appropriate lived experiences of pupils from different national, ethnic and cultural backgrounds
- Annual Culture Day

Preventing Sexist bullying Behaviour

- Ensuring members of staff model respectful behaviour treating everyone equally regardless of gender

- Ensuring all pupils have the same opportunities to engage in school activities irrespective of gender
- Celebrating diversity in school and acknowledging the contribution of all pupils
- Encouraging parents to reinforce these values of respect at home.

Preventing Sexual Harassment

- Promoting positive role models within the school community
- Challenging gender stereotypes that can contribute to sexual harassment.

SECTION C: ADDRESSING BULLYING BEHAVIOUR

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

The class teacher

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 will be taken by the school 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):

The Schools 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:

- While all reports , including anonymous reports of bullying must be investigated and dealt with by the Relevant Teacher(s). that teacher will use his/her professional judgement in relation to the records to be kept of these reports, the actions taken and any discussions with those involved regarding the same.
- If it is established by the relevant teacher that bullying has occurred, the teacher must keep appropriate written records which will assist their efforts to resolve the issues and restore, as far as practicable, the relationships of the parties involved
- The relevant teacher must record the bullying incident on the Alleged Bullying Behaviour Report
- Non -Teaching Staff are encouraged to report any incidences of bullying.
- In cases where it has been determined by the relevant teacher that a pupil has been engaged in bullying behaviour, it should be made clear to them how they are in breach of the school's anti-bullying policy and efforts should be made to try to get them to see the perspective of the pupil being bullied.

- The relevant teacher does not apportion blame but should make an effort to try to get the pupil to see the situation from the perspective of the pupil being bullied. The teacher emphasizes that the intention is not to punish perpetrators but to talk to them, to explain how harmful and hurtful bullying is and to seek a promise that it will stop. If that promise is forthcoming and is honored there will be no penalty and that will be the end of the matter.
- When an investigation is completed and the bullying situation is resolved the relevant teacher will complete a report, to include the findings of the investigation, the strategy adopted and the outcome of the intervention.
- If a pupil chooses to continue the bullying behaviour, this can then no longer be considered a once off occurrence. Parents/ guardians will be contacted. The school should give parents an opportunity to discuss ways in which they can reinforce or support the actions being taken by the school and the support for the pupil.
- Follow up meetings with the relevant parties involved may be arranged separately with a view to bringing them together at a later date if the pupil who has been bullied is ready and agreeable.
- Depending on the seriousness of the bullying, some, or all of the level 2 supportive interventions of the code of behaviour may be used.
- Repeated incidents of bullying behaviour will result in the imposition of sanctions. Such sanctions will be proportionate to the seriousness of the bullying behaviour. 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
- Where a parent is not satisfied that the school has dealt with the bullying case in accordance with these new procedures, the parent must be referred to the school's parental complaints procedures.
- In the event that a parent has exhausted the school's complaints procedures and is still not satisfied, the school must advise the parents of their rights to make a complaint to the Ombudsman for Children
- The school will maintain care for the victim over time. This will be done by speaking to the child a number of weeks after the incident to check on their continuing welfare. The child's parents/guardians will also be consulted.
- If a child makes a report of bullying , but asks that nothing is to be done about it, the relevant teacher will support the child appropriately to explore how it will be handled sensitively and how parents may be notified. If a parent requests that nothing is to be done, they must submit their wishes in writing that they require no further action to be taken. However, the school may decide that based on the circumstances, it is appropriate to address the bullying behaviour through the Bí Cineálta procedures and/ or the code of behaviour, where appropriate.

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):

To identify if bullying behaviour has occurred:

- Two staff members may be present when engaging with children individually initially without parents' notification and presence
- Two staff members may be present when engaging with a group of children to investigate what happened
- A group meeting will provide an opportunity for pupils to give their accounts so that they are all clear about other's views of what occurred. Each pupil should be supported, as appropriate following on from the group meeting. It may sometimes be relevant for pupils to write their own account.
- The 3 questions that must be considered are:
 1. Is the behaviour targeted at a specific pupil or group of pupils?
 2. Is the behaviour intended to cause physical, social, or emotional harm?
 3. Is the behaviour repeated?

If the answer to each of these questions is yes, then the behaviour is bullying behaviour and should be addressed using the Bí Cineálta Procedures.

Recording Bullying Behaviour

All incidents of bullying behaviour should be recorded. The following details should be included on the record

- Form (Bí Cineálta procedures section 2.5)
- Types (Bí Cineálta procedures section 2.7)
- Date of initial engagement with pupils and their parents
- The views of the pupils and their parents * regarding the action to be taken to address the bullying behaviour (*only in relation to their own child).
- When review takes place, it should be noted if the bullying behaviour has ceased and the views of the pupils and parents.
- Date of reviews
- Date bullying behaviour ceased
- Any engagement with external services or supports
- If a pupil has a support file, a copy should be included with the support file.

A school is not expected to deal with bullying behaviour that occurs when pupils are not under the care or responsibility of the school. However, where this bullying behaviour has an impact in school, schools are required to support the pupils involved. Where the bullying behaviour continues in school, then the school can deal with it in accordance with this policy.

It is important for a staff to be fair and consistent in their approach to address bullying behaviour. Both the pupil who is experiencing bullying behaviour and the pupil who is displaying bullying need support.

It is important that a pupils' agency is not decreased further by adults deciding what will happen next , without listening to the pupil and involving them in deciding on the actions that will be taken. These principals must be adhered to:

- Ensure child experiencing bullying behaviour feels listened to 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 view of the pupil
- Take action in a timely manner
- Inform parents of those involved.

Supports:

NEPS

OIDE

WEBWISE

NPC

TUSLA

DCU Anti- bullying Centre

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