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**Anti- Bullying Policy of Gaelscoil Chluain Dolcáin**

1. **In accordance with the requirements of the Education (Welfare) Act 2000 and the code of behaiour guidelines issued by the NEWB, The Board of Management of Gaelscoil Chluain Dolcáin has adopted the following anti-bullying policy within the framework of the school’s overall code of behaviour. The policy fully complies with the requirements of the *Anti-Bullying Procedures for Primary and Post-Primary Schools* that were published in 2013.**
2. **The Board of Management recognises the very serious nature of bullying and the negativr impact that it can have on the live of the pupils and is therefore fully committed to the following key principals of best practice in preventing and tackling bullying behaviour:**
3. A positive school culture and climate which
* is welcoming of difference and diversity and is based on inclusivity
* encourages pupils to disclose and dicuss incidents of bullying behaviour in a non- threatening environment and
* promotes respectful relationships across the school community
1. Effective Leadership
2. A school- wide approach
3. A shared understanding of what bullying is and its impact
4. Implementation of education and prevention strategies (including awareness raising matters) that
* Build empathy, respect and resilience in pupils and
* Explicitly address the issues of cyber-bullying and identity- based bullying, in particular, homophobic and transphobic bullying
1. Effective supervision and monitoring of pupils
2. Supports for staff
3. Consistent recording, investigation and follow-up of bullying behavior (including use of established intervention strategies and
4. On-going evaluation of the effectiveness of the anti-bullying policy
5. **In accordance with the *Anti-Bullying Procedures for Primary and Post-Primar*y *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 one-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 one-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 the 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.*

1. **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).*
* Class and SET teachers
* Deputy Principal- Gearóid MacFhionnghaile
* Principal- Shane Dáibhéis
1. **The education and prevention strategies (including strategies 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)*
* The school Code of Behaviour is taught to every child
* We use the programme Be Safe in every class
* Fifth class will do a Stay Safe programme with the community Garda
* Bullying is discussed regularly at assembly
* The school will display Anti-Bullying posters on its notice-boards around the school
* We will have an anti-bullying day during the school year.
* We will encourage the students not to join social media sites until they are 13 or older
* We will promote the website webwise.ie to parents
* Pupils will be encouraged to keep malicious messages as evidence to show the school if bullying is occurring
* Workshops will be organised for pupils and parents on an annual basis
1. **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** (Section 6.8 of the *Anti-Bullying Procedures for Primary and Post-Primary Schools).*
* The parent or child can approach any teacher to report an incident of bullying that they are worried about
* That teacher will write up notes on the incident that is reported and will report the incident to the class teacher of the pupil involved, who will be in charge of investigating
* Each teacher will have a notebook/diary to record incidents. Incident reports will be kept in this notebook/diary and passed on to the class teacher the following year
* The incident should be investigated outside the classroom. What? Where? When? Who? Why?
* If a group is involved there should be individual interviews with each child to establish the facts and then as a group so that the entire story is understood by all. Each child can be asked to give their side of the story at this meeting if necessary too so everyone is aware of the facts
* There will be an effort made to solve the problem and to re-establish the relationship between parties if possible
* If the teacher rules that a pupil was involved in bullying behaviour, the student will be made aware that they have broken the rules in regards to this and they will be urged to see the incident through the eyes of the victim
* If it is decided that bullying behaviour has occurred, communication will be made as soon as possible with the parents of the child that has taken part, to make them aware of this and to explain the situation. The ant-bullying policy will be referred to and the procedures that now need to be followed. The parent is given the opportunity to help support the school in the implementation of the policy and to help support the child that was the victim of bullying. The child involved will have to agree that the behaviour will not occur again and may be asked to write the statement if necessary.
* Communication should also be made as soon as possible with the parents of the victim to pass on any information that has come to light about the incident.
* It will be made clear to the parties involved that this is a private matter and is between the parents, child and the school and will not go further.
* **Parents are not entitled to know what punishment another pupil has received in a bullying case.**
* The investigating teacher has 20 days to investigate the incident and to resolve the problem. After that time has lapsed the teacher should fill out our Appendices 3 and pass on the report to the Deputy or Principal teacher.
* The Board of Management will be made aware of any bullying incident at the monthly meeting and the template/ report may be read out to them
* If parents are not happy with the outcome of the investigation they have the right to put their case to the Board of Management for review. If still unresolved that can then put their case to the Ombudsman for children
1. **The school’s programme of support for working with pupils affected by bullying** is as follows (See section 6.8 of the *Anti-Bullying Procedures for Primary and Post-Primary Schools).*
* It will be made clear to the victim that it is not them that is to blame for the bullying and appropriate lessons based on bullying and self-confidence will be taught in the class in question
* The Special Education Team will be on hand to offer support following an incident of bullying. This support will include self-esteem/ confidence building and wellbeing lessons
* Pupils may also be included in social skills groups within the school if deemed necessary
* If necessary, external supports such as counselling will be communicated to the parents for consideration
1. **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.

1. **Prevention of Harrassment**

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.

1. This policy was first adopted by the Board of Management in May 2014. Its most recent review has taken place in September 2021.
2. The policy has been made available to school personnel, published on the school website and provided to Cairde, the Parents’ Association. A copy will also be made available to the Patron and the DES.
3. This policy and its implementation will be reviewed on an annual basis by the Board of Management. Written notification of the review will be communicated to all school stakeholders, as listed above in 11.

Signed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***Chairperson of the Board of Management***

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***Principal***

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Next review: Sept 2022