

Carriglea N.S. Bí Cineálta Policy to Prevent and Address Bullying Behaviour

The Board of Management of Carriglea National School 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, 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 th March	Review of Policy document Staff Meeting
Students	18 th February 2025	Survey
Parents	24 th February 2025	Survey
Board of Management		
Date Policy was approved:		
Date Policy was last reviewed:		

Section B: Preventing Bullying Behaviour

This section sets out the prevention strategies that will be used by Carriglea National School. These include strategies specifically aimed at preventing online bullying behaviour, homophobic and transphobic bullying behaviour, racist bullying behaviour, sexist bullying behaviour and sexual harassment as appropriate & are in line with Chapter 5 of the Bí Cineálta procedures.

At Carriglea National School we consider the following to be key elements of a Positive and Inclusive School Culture:

- We will endeavor to ensure that the school environment is a space where students and all school staff experience a sense of belonging, feel safe, connected and supported.
- We acknowledge the uniqueness of each individual and their worth as a human being.
- We promote positive habits of self-respect, self-discipline, care, responsibility and trust amongst all members of the school community.
- The school In-School Leadership & Management team influences the school culture and sets the standards and expectations for the school community when preventing and addressing bullying behaviour.

- Each member of the school staff has a responsibility to develop and maintain a school culture where bullying is unacceptable and to take a consistent approach to addressing bullying behaviour.
- We actively prohibit offensive or aggressive behaviour in the school.
- As a rural school, we will strive to take particular care of 'at risk' pupils, identifying needs and facilitating early intervention where necessary. Thus responding to the needs, fears and anxieties of individual members in a sensitive manner.
- Students are encouraged to shape the school culture by promoting kindness and inclusion within their peer group, thus contributing to a positive and supportive school environment for all through e.g. Breaktime Buddies, etc.
- Parents, as active agents in their child's education, can help foster an environment where bullying behaviour is not tolerated through the promotion of empathy & respect.
- Carriglea N.S will actively support a "telling environment" where bullying behaviour can be reported through writing a note, or telling a teacher or a trusted adult.
- There will be appropriate supervision at all times, thus ensuring that all students experience a safe physical space measure to prevent bullying behaviour.

Curriculum Teaching & Learning:

- At Carriglea N.S. we will endeavor to promote teaching and learning that is collaborative and respectful.
- The pupils in Carriglea N.S will be given opportunities to foster inclusion, well-being, self-confidence, a sense of belonging, a sense of personal responsibility and diversity through the following curricular subjects & initiatives:
 - SPHE & RSE: Weaving Wellbeing, Mindful Matters, Zippy Friends, French, Mindful Mondays
 - Religious Education- Catholic Schools Week
 - Internet Acceptable Usage Policy
 - Code of Behaviour
 - Active participation of students in school life through extra- curricular activities such as The Green School Committee, Active schools committee, Amber Flag committee, Sporting events, School performances
- We actively engage with other education partners in the wider school community who can support the prevention of bullying behaviour such as:
 - The Community Garda Liaison Officer
 - The Education Welfare Officer
 - National Educational Psychological Service (NEPS)
- We support the active engagement of parents in school life, through the Parents`Association, through the use of workshops and seminars given by The National Parents` Council etc. to raise awareness of bullying behaviour.

The following strategies will be utilised to prevent Cyberbullying Behaviour:

Carriglea N.S will actively promote digital literacy, digital citizenship as well as

fostering safe online environments through:

- Implementing the SPHE Curriculum & communicating the Internet & Acceptable Usage Policy.
- Implementing the Digital Media Literacy Curriculum which teaches students about online responsibility, online behaviour and digital citizenship - e.g. Webwise
- Referring to appropriate online behaviour as part of the standards of behaviour in The Code of Behaviour.
- Holding an Internet Safety Day to reinforce awareness around appropriate online behaviour.
- Promoting online safety events for parents who are responsible for overseeing their children's activities online
- Developing and communicating an acceptable use policy for technology

The following strategies will be utilised to prevent Homophobic/transphobic Behaviour:

- By maintaining an inclusive physical environment through the use of inclusive displays.
- By challenging gender-stereotypes.
- By encouraging peer support, thus building empathy.
- By encouraging children to speak up if they witness any type of bullying behavior including homophobic bullying behaviour.
- By celebrating Diversity, through visible signage on display.
- By supporting school staff to respond to the needs of students, NCSE support, Oide training events.
- By providing library material that represents the lived experiences of students and adults from different national, ethnic & cultural backgrounds.

The following strategies will be utilised to prevent Racist Bullying Behaviour, Sexist Bullying Behaviour & Sexual Harassment:

- All members of the staff of Carriglea N.S. will model respectful behaviour and treat students equally irrespective of their sex.
- All members of the staff of Carriglea N.S. will ensure that all students have the same opportunities to engage in school activities irrespective of their sex.
- The contributions of all students will be celebrated, thus celebrating diversity- e.g. at Assemblies.
- Gender stereotypes that can contribute to sexual harassment will actively be challenged by school staff.

The school has the following supervision and monitoring policies in place to prevent and address bullying behaviour:

- A Supervision rota developed by the Principal
- The Child Protection Policy, Child Safe-Guarding Statement & Child Safe-Guarding Risk Assessment
- The Health & Safety Policy
- Internet Safety & Acceptable Usage Policy
- The Code of Behaviour

- The School Plan

Section C: Addressing Bullying Behaviour

All teachers have a responsibility for addressing bullying behaviour in Carriglea National School.

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 Carriglea National 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 primary aim in addressing reports of bullying behaviour should be to stop the bullying behaviour and to restore, as far as practicable, the relationships of the students involved, rather than to apportion blame.

When addressing bullying behaviour teachers should:

- Ensure that the student 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 the students 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

A school not expected to deal with bullying behaviour that occurs when students are not under

- the care and responsibility of the school. However where this bullying behaviour has an impact in school, schools are required to support the student involved.
- When parents make the school aware of bullying behaviour that has occurred in school and specifically request that the school take no action. This request must be put in writing to the school. However while acknowledging the parent request, the school may decide that based on the circumstances it is appropriate to address the bullying behaviour.

Identifying if Bullying Behaviour has occurred

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.

To determine whether the behaviour reported is Bullying Behaviour you should consider the following questions:

- 1) Is the behaviour targeted at a specific student or group of students?
- 2) Is the behaviour intended to cause physical, social or emotional harm?
- 3) Is the behaviour repeated?
- 4) **If the answer the questions above is Yes**, then the behaviour is bullying behaviour and the behaviour should be addressed using the Bí Cineálta Procedures.

Note: One-off incidents may be considered bullying in certain circumstances. A single hurtful message posted on social media can be considered bullying behaviour as it has a high likelihood of being shared multiple times and thus becomes a repeated behaviour.

If the answer to any of these questions is No, then the behaviour is not bullying behaviour. Strategies to deal with inappropriate behaviour are provided for within the school's Code of Behaviour.

When identifying if Bullying Behaviour has occurred teachers should consider what, where, when and why?

- If a group of students is involved, each student should be engaged with individually at first
- Thereafter, all students involved should be met as a group
- At the group meeting, each student should be asked for their account of what happened to ensure that everyone in the group is clear about each other's views
- Each student should be supported as appropriate, following the group meeting
- It may be helpful to ask the students involved to write down their account of the incident(s).

Where Bullying Behaviour has occurred:

Parents are an integral part of the school community and play an important role, in partnership with schools, in addressing bullying behaviour. Where bullying behaviour has occurred, the parents of the students involved must be contacted at an early stage to inform them of the matter and to consult with them on the actions to be taken to address the behaviour.

- It is important to listen to the views of the student who is experiencing the bullying behaviour as to how best to address the situation.
- A record should be kept of the engagement with all involved
- This record should document the form and type of bullying behaviour, if known (see Section 2.5 and 2.7 of the Bí Cineálta procedures), where and when it took place and the date of the initial engagement with the students involved and their parents
- The record should include the views of the students and their parents regarding the actions to be taken to address the bullying behaviour.

- Even though the bullying behaviour may have ceased ongoing supervision and support may be required for both the student who has experienced the bullying behaviour as well as the student who has displayed the behaviour.

Follow up where Bullying Behaviour has occurred:

- The teacher must engage with the students involved and their parents again no more than 20 school days after the initial engagement
- Important factors to consider as part of this engagement are the nature of the bullying behaviour, the effectiveness of the strategies used to address the bullying behaviour and the relationship between the students involved
- The teacher should document the review with students and their parents to determine if the bullying behaviour has ceased and the views of students and their parents in relation to this
- The date that it has been determined that the bullying behaviour has ceased should also be recorded
- Any engagement with external services/supports should also be noted
- Ongoing supervision and support may be needed for the students involved even where bullying behaviour has ceased
- If the bullying behaviour has not ceased the teacher should review the strategies used in consultation with the students involved and their parents. A timeframe should be agreed for further engagement until the bullying behaviour has ceased
- If it becomes clear that the student who is displaying the bullying behaviour is continuing to display the behaviour, then the school consideration should be given to using the strategies to deal with inappropriate behaviour as provided for within the school's Code of Behaviour.
- If disciplinary sanctions are considered, this is a matter between the relevant student, their parents and the school
- If a parent(s) is not satisfied with how the bullying behaviour has been addressed by the school, in accordance with the Bí Cineálta Procedures to Prevent and Address Bullying Behaviour for Primary and Post-Primary Schools, they should be referred to the school's complaints procedures
- If a parent is dissatisfied with how a complaint has been handled, they may make a complaint to the Ombudsman for Children if they believe that the school's actions have had a negative effect on the student.

The school will use the following approaches to support those who experience, witness and display Bullying Behaviour:

- Best practices are advised by NEPS
- Training in Preventative Approaches Provided by Neps e.g. Friends for Life
- Training in Preventative Approaches Provided by Oide
- Training in Preventative Approaches Provided by the HSE e.g. Zippy's Friends
- Utilising the Webwise Online Safety Initiative
- Training Seminars provided by The National Parents' Council
- Training provided by Tusla

Procedures to Prevent and Address Bullying Behaviour for Primary and

Post-Primary School:

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 in each classroom.

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: __Conor Blackwell_____

Date: __9th June 2025_____

(Chairperson of Board of Management)

Signed: __Jillian Hayes_____

Date: __9th June 2025_____

(Principal)

	Date Consulted	Method of Consultation
School Staff		
Students		
Parents		
Board of Management		
Wider school community as appropriate, e.g. bus drivers		
Date policy was approved:		
Date policy was last reviewed:		

<p>The school has the following supervision and monitoring policies in place to prevent and address bullying behavior:</p> <ul style="list-style-type: none"> • A Supervision Rota developed by The Deputy-Principal. • The Child Protection Policy, Child Safe-Guarding Statement & Child Safe-Guarding Risk Assessment. • The Health, Safety & Welfare Policy.
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- Internet Safety & Acceptable Usage Policy.
- The Health & Safety Authority Risk Assessments which have been completed in full & are reviewed annually.
- The Code of Behaviour.
- Regular Risk Assessments completed for in-school and out of school activities.
- Policy for Student Teachers and Students in Transition Year.
- The DEIS Plan.

The school will use the following approaches to support those who experience, witness and display Bullying Behaviour:

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- Training in Preventative Approaches provided by Oide.
- Training in Preventative Approaches provided by the HSE e.g. Zippy's Friends.
- Utilising the Webwise Online Safety Initiative.
- Training Seminars provided by The National Parents' Council.
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- Utilising the Webwise Online Safety Initiative.
- Training Seminars provided by The National Parents' Council.
- Training provided by Tusla.

Carriglea National School
Bullying Behaviour Record

1. Name of pupil being bullied and class group

Name _____ Class _____

2. Name(s) and class(es) of pupil(s) engaged in bullying behaviour

3. Source of bullying concern/report

Location of incidents

(Tick relevant boxes)

Pupil concerned	<input type="checkbox"/>	Playground	<input type="checkbox"/>
Other Pupil	<input type="checkbox"/>	Classroom	<input type="checkbox"/>
Parent	<input type="checkbox"/>	Corridor	<input type="checkbox"/>
Teacher	<input type="checkbox"/>	Toilets	<input type="checkbox"/>
Other	<input type="checkbox"/>	Other	<input type="checkbox"/>

4.Name of person(s) who reported the bullying concern

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4. Type of Bullying Behaviour (tick relevant boxes)

Physical Aggression		Cyber-bullying	
Damage to Property		Intimidation	
Isolation/Exclusion		Malicious	
Name Calling		Other (specify)	

5. Where behaviour is regarded as identity-based bullying, indicate the relevant category:

Homophobic	Disability/SEN related	Racist	Membership of Traveller community	Other (specify)

6. Brief Description of bullying behaviour and its impact

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7. Details of actions taken

Signed: _____ (Relevant Teacher) Date: _____

Date submitted to Principal/Deputy Principal: _____