Gaelscoil
Aonach Urmhumhan

Ag Spreagadh na hÓige

Bí Cineálta

Bí Cineálta Policy to Prevent and Address Bullying Behaviour

Is bunscoil lán-Ghaeilge, comhoideachas, chatliceach í Gaelscoil Aonach Urmhumhan. Freastalaíonn an scoil ar an éileamh d'oideachas bunscoile trí mheán na Gaeilge sa cheantar máguaird. Ghlac Bord Bainistíochta Gaelscoil Aonach Urmhumhan an polasaí seo a leanas chun iompraíocht bhulaíochta a chosc agus dul i ngleic léi.

Comhlíonann an polasaí seo go hiomlán ceanglais *Bí Cineálta: Gnásanna chun Iompraíocht Bhulaíochta a Chosc agus Dul i nGleic léi do Bhunscoileanna agus d'Iar-bhunscoileanna* 2024.

Aithníonn an Bord Bainistíochta go gcuireann iompraíocht bhulaíochta as do chearta an linbh mar a leagtar amach i gCoinbhinsiún na Náisiún Aontaithe um Chearta an Linbh. Tá freagracht orainn go léir, mar phobal scoile, oibriú le chéile chun iompraíocht bhulaíochta a chosc agus dul i ngleic léi agus chun déileáil leis an tionchar diúltach a bhíonn ag iompraíocht bhulaíochta.

Táimid tiomanta do chinntiú go gcoinnítear gach scoláire a fhreastalaíonn ar ár scoil saor ó dhíobháil agus go bhfuil folláine ár scoláirí chun tosaigh i ngach rud atá á dhéanamh againn. Aithnímid an tionchar diúltach a d'fhéadfadh a bheith ag iompraíocht bhulaíochta ar shaol ár scoláirí agus táimid tiomanta go hiomlán d'iompraíocht bhulaíochta a chosc agus dul i ngleic léi.

Deimhnímid go ndéanfaimid, i gcomhréir lenár n-oibleagáidí faoi reachtaíocht chomhionannais, gach beart atá indéanta de réir réasúin chun ciapadh scoláirí nó baill foirne a chosc ar aon cheann de na naoi bhforas a shonraítear: inscne, stádas sibhialta, stádas clainne, claonadh gnéasach, reiligiún, aois, míchumas, cine agus a bheith mar bhall den Lucht Siúil.

The Board of Management of Gaelscoil Aonach Urmhumhan 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. Ireland ratified the United Nations (UN) Convention on the Rights of the Child in September 1992. In doing this we are committed to promote, protect and fulfil the rights of children. Bullying is a children's rights issue. Bullying interferes with the following rights of the child:

- The right to freedom of expression (Article 13)
- The right to freedom of thought, conscience, and religion (Article 14)
- The right to freedom of association and freedom of peaceful assembly (Article 15)
- The right to privacy (Article 16)
- The right to be protected from all forms of abuse and neglect (Article 19)
- The right to enjoy the highest attainable standard of health (Article 24)
- The right to education (Article 28)

- The right to enjoy their own culture, religion or language (Article 30)

Deimhnímid go ndéanfaimid gach rud is féidir go réasúnta chun cosc a chur ar gach bulaíocht nó ciapadh ar ár ndaltaí in aon fhoirm agus cibé spreagadh atá ann.Tá tuiscint shainiúil ag scoileanna Caitliceacha ar an duine daonna, ag aithint go bhfuil gach duine cruthaithe i ndéanamh agus i gcosúlacht Dé agus go bhfuil dínit dhúchasach aige/aici mar leanbh Dé. Is é seo an bunús lena chinntiú go gcaitear le gach duine inár scoil le meas agus cúram, i gcomhréir leis an Sceideal Caitliceach.

Mar scoil Chaitliceach, táimid tiomanta do dhínit gach duine aonair a urramú. Níl aon duine daonna le díluacháil agus tá ról le himirt ag gach duine i bpobal na scoile, beag beann ar an difríocht.

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 all bullying or harassment of students or staff in whatever form and however motivated and based on any of the nine grounds specified: gender, civil status, family status, sexual orientation, religion, age, disability, race and membership of the Traveller community.

We confirm that we will take all such steps that are reasonably practicable to prevent the 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 mage and likeness and has inherent dignity as a child of God. This is the basis for ensuring that each person 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 all have an indispensable part to play in the school community, regardless of difference.

Sainmhíniú ar an mbulaíocht

Tugtar sainmhíniú ar an mbulaíocht in *Cineáltas: Plean Gníomhaíochta ar an mBulaíocht agus Bí Cineálta: Gnásanna chun Iompraíocht Bhulaíochta a Chosc agus Dul i nGleic léi do Bhunscoileanna agus d'lar-bhunscoileanna* mar iompraíocht spriocdhírithe, ar líne nó as líne a dhéanann dochar. D'fhéadfadh an dochar a dhéantar a bheith fisiciúil, sóisialta agus/nó mothúchánach. Leanann iompraíocht bhulaíochta ar aghaidh thar thréimhse ama agus bíonn neamhchothroime cumhachta i gceist ann sa chaidreamh idir beirt nó grúpaí daoine sa tsochaí.

Definition of bullying

- Bullying is targeted behaviour, online or offline, that causes harm.
- The harm caused can be physical, social, and/or emotional in nature and can have lasting effects on the child experiencing the behaviour.
- Bullying is repeated over time and involves an imbalance of power in relationships between two people or groups of people in society.
- It is behaviour which is deliberate in nature and is unwanted. It is not accidental or reckless behaviour.

The harm can be:

- Physical (e.g.: personal injury, damage to or loss of property)
- Social: (e.g: withdrawal, loneliness, exclusion)
- Emotional: (eg: low self-esteem, depression, anxiety)

- A one-off instance of negative behaviour towards a student is not bullying behaviour. However, a single hurtful message posted on social media can be considered bullying behaviour as it may be visible to a wide audience and has a high likelihood of being shared multiple times and so becomes repeated behaviour.

Iompraíocht nach iompraíocht bhulaíochta é /Behaviour that is not bullying behaviour:

- If repeated harm is real for the student experiencing the behaviour, but unintended by the other student, this is not bullying, but, importantly, must be addressed under the school 's Code of Behaviour - Cód Smachta G.A.U.

- Some students with special educational needs, may have social communication difficulties which may make them communicate their needs through behaviours that can hurt themselves or others. It is important to note that these behaviours are not deliberate or planned, but in certain situations, they are an automatic response which they cannot control.
- Disagreement between students is not considered bullying **unless** it involves deliberate and repeated attempts to cause distress, exclude or create dislike by others.

Cineálacha Bulaíochta/Types of Bullying:

There are many distinct types of bullying behaviour. These can include directing bullying at someone focused on the following: disability, exceptional ability, gender identity, LGBTQ+, physical appearance, racism, poverty status, religious identity, sexism and sexual harassment. This is not an exhaustive list.

Bullying can be: Direct:

- Physical: pushing, shoving, punching, kicking, poking and tripping students. Physical assault. Destruction of personal property.
- Verbal: continual name calling which insults, humiliates the student – this may refer to physical appearance, size, clothes, gender, accent, academic ability, race or ethnic origin.
- Written: Writing insulting remarks in public places, passing notes or drawings about the student.
- Extortion: where something is obtained through force or threats

Bullying can be: Indirect:

- Exclusion: where a student is deliberately and repeatedly isolated, excluded or ignored by a student or group of students.

- Relational: Where a student's attempts to form friendships with peers are repeatedly rejected or undermined, threats, non-verbal gesturing, malicious gossip, spreading rumours, silent treatment and manipulation of friend
- groups etc. can all form relational bullying for a student.

Cíbearbhulaíocht /Online bullying behaviour:

Cyber bullying is carried out via text, direct messaging/instant messaging, social media platforms, e-mail, apps, digital gaming sites, gaming consoles, chatrooms and other online technologies.

This can include:

- Sending or sharing of insulting and offensive or intimidating messages or images via online means as mentioned above.
- Posting information, which is personal, private or sensitive without consent.
- Making and/or participating in fake profiles on a social network to impersonate and/or humiliate other students.
- Exclude/disrupt access to a student on purpose on online chat groups/access to accounts/from an online game.

Mír A: Forbairt/athbhreithniú ar ár bpolasaí Bí Cineálta chun iompraíocht bhulaíochta a chosc agus dul i ngleic léi

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	September 2024 February 2025	Assignment of role of liaison teacher for Bí Cineálta Policy to Múinteoir Norma at a meeting of In-school Management. Sharing of draft policy with staff to discuss / consult and make any amendments during staff training, on 19/2/25- staff provided with the opportunity to discuss the new Bí Cineálta action plan and stemming from this discussion, staff were informed of the important points in dealing with an incidence or report of bullying
Students	May 2025	Bí Cineálta Pupil Questionnaire completed with Comhairle na nÓg
Parents	May 2025	Feedback sought from parents via Parent Questionnaire at a meeting of Coiste na dTuismitheoirí with regards to anti-bullying measures in place at present and the changes apparent in the Bí Cineálta Policy.
Board of Management	June 2025	Review new policy– leading to consultation and final ratification after amendments made where necessary. Publication on School Website.www.gaelscoilau.ie
Date policy was approved: 9 June 2025		
Date policy was last reviewed:		

Mír B: Ag dul i ngleic le hIompraíocht Bhulaíochta/ Preventing Bullying Behaviour

Leagtar amach sa mhír seo na straitéisí coisctheacha a úsáidfidh an scoil. Ina measc sin tá straitéisí atá dírithe go sonrach ar iompraíocht bhulaíochta ar líne a chosc, iompraíocht bhulaíochta homafóbach agus trasfhóbach, iompraíocht bulaíochta ciníche, iompraíocht bulaíochta gnéasaí agus ciapadh gnéasach de réir mar is cuí.

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. 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.

Agus muid ag forbairt na straitéisí coisctheacha a úsáidfidh an scoil seo chun gach cineál iompraíocht bhulaíochta a chosc, tagaimid ó chomhthéacs ár n-éiteas Caitliceach, áit a bhfuil an chuimsitheacht fite fuaite lenár scoil ar fíorbhealach.

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

Glacann an scoil seo céimeanna dearfacha chun a chinntiú go bhfuil cultúr na scoile ina bhfáiltítear roimh idirphlé agus teagmháil measúil eis an éagsúlacht agus leis an difríocht trína chinntiú go dtugtar tús áite do straitéisí coisctheacha agus cuimsitheachta agus go ndéantar iad a phlé go rialta ag cruinnithe ár mbord bainistíochta agus ár foirne.

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 that prevention and inclusivity strategies are given priority and discussed regularly at Board of Management and staff meetings.

Is í dínit agus folláine an duine aonair an rud is tábhachtaí inár bhfreagairt Chríostaí. Éistfidh an scoil seo go géar le tuismitheoirí agus déanfaidh sí idirphlé leo, rud a chothóidh caidreamh comhthuisceannach, meas, muinín agus iontaoibh.

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.

Agus straitéisí coisctheacha á bhforbairt ag an scoil againne, éistfidh an scoil le daoine óga agus le tuismitheoirí, chun cabhrú lena gcomhthéacs agus a riachtanais shonracha a bhunú. Úsáidfear tréimhsí machnaimh go minic agus rannpháirtíocht bhreise ón scoil,ó dhaoine óga agus ó thuismitheoirí, chun tacaíochtaí cuí do dhaoine óga sa scoil seo a aithint agus chun cabhrú le aithbhreithniú straitéisí coisctheacha amach anseo a threorú.

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

Cultúr &Timpeallacht/Culture and Environment: We strive to:

- Create a school culture where bullying behaviour is unacceptable and a consistent approach to addressing bullying behaviour.
- Involve parents as active partners in fostering an environment where bullying behaviour is not tolerated.
- Support the idea that our school is a telling environment.
- Promote the concept of a trusted adult – stay safe linkage – who to tell.
- Create safe spaces in our school building and yards – visibility.
- Incorporate artwork and signs to promote our school values – creation of a school charter promoting rights – equality, inclusion, and respect.
- Encourage a sense of belonging with ownership over their own space through art and creativity.
- Create 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.

Ways in which we work to achieve these goals are as follows:

- Staff are briefed on the uniform approach we must take to handle all reports of bullying
- Anti Bullying activities as completed under The Brat Ómra Initiative such as Random acts of Kindness, Poster making, slogan making, etc.
- Students in higher classes volunteer to support younger classes to help with games and positive interactions when engaging with them on lunchtimes indoors.
- Buddy Class activities are completed throughout the year which help to foster good inter-school relationships
- Parents receive information at times regarding useful information on Anti Bullying and Internet Safety
- Stay safe and SPHE lessons focusing on positive behaviour form part of curricular content in all classes.
- Effective supervision and monitoring of pupils.
- Development of a notice board to promote kindness and build responsibility amongst pupils with positive messages displayed.
- Use of various strategies to counteract bullying such as class meetings, role-play, circle time, worry monster and concern box.

Curaclam (Múineadh & Foghlaim) /Curriculum (teaching and learning)

We strive to:

- Provide teaching and promote learning which is collaborative and respectful, fostering inclusion and respect for diversity.
- Display a shared understanding of what bullying is and its impact.

Ways in which we work to achieve this:

- Teach SPHE and RSE content which fosters student's well-being and self-confidence as well as promoting personal responsibility for their own behaviours and actions.
- Model respectful behaviour towards colleagues, pupils and visitors in our school environment.
- Curricular and Extra-curricular activities can develop a sense of self-worth, working together, inclusion and respect.
- Students are given regular opportunities to work in small groups with peers, which can help build a sense of connection, belonging and empathy.
- Acknowledgment of diversity in our school population – celebrating diversity and culture in our school through art, displays, photographs, international events.
- 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.
- 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.

Polasaí & Pleanáil/ Policy and planning

The aim of Gaelscoil Aonach Urmhumhan's Bí Cineálta policy is

- To raise awareness of bullying as a form of unacceptable behaviour with school management, teachers, pupils, parents/guardians.
- To promote a school ethos which encourages children to disclose and discuss incidents of bullying behaviour.
- To ensure appropriate supervision and monitoring measures through which all areas of school activity are kept under observation.
- To develop procedures for noting, investigating and dealing with incidents of bullying behaviour.
- To implement a programme of support for those affected by bullying behaviour and for those involved in bullying behaviour.
- To work with appropriate agencies in countering all forms of bullying and promoting anti bullying behaviour.

- The Acceptable Use Policy, Supervision policy, Special Education Policy and Code of Behaviour as well as the A.E.N. and R.S.E. Policies all support the implementation of the Bí Cineálta policy.
- Effective leadership is a key component with Principal, Deputy Principal, DLP, DDLP,and all middle management focused on supporting the implementation of this policy.

Caidrimh agus Comhpháirtíochtaí /Relationships and Partnerships

- Interpersonal connections are supported through a range of formal and informal structures such as our Coiste na dTuismitheoirí and Comhairle nan Óg.
- Age and stage appropriate awareness initiatives that engage the student body in looking at their own behaviour – promoting acts of kindness and friendship, being an active help to others and looking at the causes of and impact of bullying during SPHE lessons.
- Conducting workshops and seminars for students, staff and parents to raise awareness of the impact of bullying.
- Encouraging peer mentoring and peer support
- Supporting active participation of students in school life and active participation of parents in school life also.
- Engaging parents and students in contributing to the review of Anti Bullying Practices and the Bí Cineálta Policy to make them active participants in promotion of and discussion of useful ways to identify and reduce bullying behaviour and highlighting procedure and how to deal with it if it does occur.

Tá iompraíocht bhulaíochta a chosc agus dul i ngleic léi. The school has the following supervision and monitoring policies in place to prevent and address bullying behaviour na polasaithe maoirseachta agus monatóireachta a leanas i bhfeidhm ag an scoil chun

Preventing Cyber Bullying, Homophobic/Transphobic bullying, Racist bullying, Preventing sexual harassment.

In addition to the above-mentioned strategies, the school has the following in place to prevent and address bullying:

- Staff at all times endeavour to encourage pupils to show respect for each other.
- Implementation of the SPHE curriculum.
- Positive self-esteem is fostered among the pupils by celebrating individual differences, by acknowledging good behaviour and by providing opportunities for success.
- Digital Media Policy includes learning about responsible online behaviour and digital citizenship. AUP also developed for technology in our school.
- Parents are reminded regularly that all major social media platforms including Instagram, Snapchat, and TikTok have a minimum age requirement of 13.
- Our school is proud to be a smartphone-free school, and we strongly encourage families not to buy smartphones for children while they are in primary school. This supports their wellbeing, social development, and safety both in and out of school.
- The school's anti-bullying policy is discussed regularly with the pupils.
- Staff are particularly vigilant in monitoring pupils who are considered at risk of bullying/ being bullied.
- All disclosed incidents of bullying are investigated thoroughly and consistently by following the correct procedure as outlined to staff and recorded.
- School wide awareness raising on all aspects of bullying, supervision and monitoring of classrooms, corridors, school grounds, school tours and extracurricular activities.
- Involvement of pupils in contributing to a safe school environment e.g. Random Acts of Kindness, Ciaróg Chara (Cúla 4) a, and other activities that can help pupils and encourage a culture of peer respect and support.
- Ensuring that pupils know who to tell and how to tell.
- Ensure bystanders understand the importance of telling if they witness or know that bullying is taking place.
- Refer to appropriate online behaviour when using devices and in SPHE lessons.
- Promote online safety events or material for parents and invite guest speakers with expertise in this area.
- The listing of supports currently being used in the school and the identification of other supports available to the school e.g. www.tacklebullying.ie, www.antibullyingcentre.ie>fuse, www.webwise.ie
- Shared folder of resources for teaching around bullying including lessons from above websites and the promotion of digital citizenship.
- Challenge gender- stereotypes – equal participation of all. Equal recognition.
- Raise awareness of the impact of homophobic bullying and encourage students to speak up when they witness homophobic behaviour.
- Foster a culture where diversity is celebrated and students “see themselves” in the school environment.

- Ensuring the library has material with reflects diversity in the school population from different national, ethnic and cultural backgrounds.
- Modelling of respectful behaviour by staff of all, irrespective of sex.
- Ensuring all students have the same opportunities to engage in school activities irrespective of gender.
- Making clear that our school has a zero-tolerance approach to sexual harassment of any kind.

Mír C: Ag dul i ngleic le hIompraíocht Bhulaíochta/ Addressing Bullying Behaviour

- Seo a leanas an múinteoir/na múinteoirí atá freagrach as dul i ngleic le hiompraíocht bhulaíochta/The teacher(s) with responsibility for addressing bullying behaviour is (are) as follows:
- The class teacher will oversee recording of bullying reports for students in their class – this includes using the procedure guidelines to investigate reports of bullying and recording bullying behaviour on the correct form.
- The DDLP will follow up after twenty days to investigate if bullying has ceased.
- All staff will be vigilant to bullying behaviour.
- Principal will inform Board of Management of incidences of Bullying.
- Deputy principal /SENCO
- Anti- Bullying Policy co-ordinator is available to provide up to date information and support if needed to assist class teacher in addressing concern.

Nuair a tharlaíonn iompraíocht bhulaíochta, déanfaidh an scoil:

- A chinntiú go n-éistear leis an scoláire a bhfuil iompraíocht bhulaíochta á fulaingt aige/aici agus go gcuirtear é/í ar a s(h)uaimhneas.
- Iarracht príobháideacht na ndaoine atá i gceist a chinntiú.
- Gach comhrá go híogair.
- Aois agus cumas na ndaoine atá i gceist a mheas.
- A éisteacht le tuairimí an scoláire a bhfuil iompraíocht bhulaíochta á dhéanamh air/uirthi maidir leis an mbealach is fearr chun dul i ngleic leis an gcás.
- A ghníomhú go tráthúil.
- Tuismitheoirí na ndaoine atá i gceist a chur ar an

eolas. When bullying 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 bullying behaviour as to how best to address the situation.
- take action in a timely manner.
- inform parents of those involved.

Is iad seo a leanas na céimeanna a ghlacfaidh an scoil le fáil amach an raibh iompraíocht bhulaíochta á déanamh, na cuir chuige a glacfar chun dul i ngleic leis an iompraíocht bhulaíochta agus athbhreithniú a dhéanamh ar dhul chun cinn.

The steps that will be taken by the school to determine if bullying behaviour has occurred, the approaches taken to address bullying behaviour and to review progress are as follows:

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:

a. While all reports, including anonymous reports of bullying must be investigated and dealt with by the 'Relevant Teacher(s)', the 'Relevant Teacher(s)' will use his/her/their professional judgement in relation to the records to be kept of these reports, the actions taken and any discussions with those involved regarding same.

b. If it is established by the 'Relevant Teacher(s)' that bullying has occurred, the 'Relevant Teacher(s)' must keep appropriate written records which will assist his/her efforts to resolve the issues and restore, as far as practicable, the relationships of the parties involved.

c. The 'Relevant Teacher(s) must record the bullying incident on the school information management system (Aladdin) by adding an Alleged Bullying Behaviour Report to the relevant pupil's file which will be visible on files on all other pupils named. The 'Relevant Teacher' must inform the principal.

The primary aim in investigating and dealing with bullying is to resolve any issues and to restore as far as is practicable, the relationships of the parties involved (rather than to apportion blame). With this in mind the school's procedures are as follows:

- In investigating and dealing with bullying the teacher(s) will exercise his/her/their judgement to determine whether bullying has occurred, what type if it has and how best the situation might be resolved.
- All reports, including anonymous reports of bullying must be investigated and dealt with by the 'Relevant Teacher(s).' In that way pupils will gain confidence in 'telling'. This confidence factor is of vital importance. It should be made clear to all pupils that when they report instances of bullying they are not considered to be telling tales but are behaving responsibly.
- Non-teaching staff such as secretaries, SNAs, caretakers and cleaners are encouraged to report any incidences of bullying behaviour witnessed by them or mentioned to them to the Class Teacher.
- Teachers should take a calm, unemotional problem-solving approach when dealing with incidents of alleged bullying behaviour reported by pupils, staff or parents.
- On being informed of an alleged incident of bullying, the teacher dealing with the report will first interview the victim(s) and discuss the feelings which the victim(s) experienced because of the bullying behaviour.

- Initial investigations of bullying will be conducted in class where possible, but some incidents might be best investigated outside the classroom situation to ensure the privacy of all involved.
- When analysing incidents of bullying behaviour the ‘Relevant Teacher(s) should seek answers to questions of what, where, who, when and why. This should be done in a calm manner, setting an example in dealing effectively with a conflict in a non- aggressive manner.
- If a group is involved each member should be interviewed individually first. Thereafter, all those involved should be met as a group. At the group meeting, each member should be asked for his/her account of what happened to ensure that everyone in the group is clear about the other's statements.
- Each member of a group should be supported through the possible pressures that they may face from the other members of the group after an interview by the teacher.
- Where the ‘Relevant Teacher(s)’ has/have determined 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 school's anti-bullying policy and efforts should be made to try to get him/her 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 him/her to see the situation from the perspective of the pupil being bullied. S/he emphasises 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 honoured there will be no penalty and that will be the end of the matter.
- When an investigation is completed and/or a 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, as well as any other relevant information. This may be recorded as “Alleged Bullying Behaviour Report”.
- If a pupil chooses to continue bullying behaviour, this can then no longer be considered a once-off occurrence. In this event parent(s)/guardian(s) will be contacted. The school should give parents an opportunity of discussing 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 Interventions in the Cód Smachta/ Code of Behaviour will 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. It must be made clear to all involved (each set of pupils and parents) that in any situation where disciplinary sanctions are required, that this is a private matter between the pupil being disciplined, his or her parents and the school

- Where a parent is not satisfied that the school has dealt with a bullying case in accordance with these procedures, the parent must be referred to the school's complaints procedure.
- 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 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 does so, they must submit in writing that they require no further action to be taken, but even so, the school may still deem it necessary to be investigated and handled appropriately.

Bainfidh an scoil úsáid as na cuir chuige seo a leanas chun tacú leo siúd a ndéanfar bulaíocht orthu, iad siúd a bheidh mar fhinné agus iad siúd a léireoidh iompraíocht bhulaíochta .The school will use the following approaches to support those who experience, witness and display bullying behaviour.

The school's programme of support for working with pupils affected by bullying involves a whole school approach. Given the complexity of bullying behaviour, no one intervention/support programme works in all situations.

<u>Dona páistí a ndéanfar Bulaíocht Orthu/ Supporting Bullied pupils:</u>

- Ending the bullying behaviour,
- Fostering respect for bullied pupils and all pupils,
- Fostering greater empathy towards and support for bullied pupils,
- Indicating clearly that bullying is not the fault of the targeted pupil through annual awareness-raising programmes,
- Indicating clearly that bullying is not the fault of the targeted pupil through the speedy identification of those responsible and speedy resolution of bullying situations,
- Making adequate counselling facilities available to pupils who need it in a timely manner (subject to available funding)
- Helping bullied pupils raise their self-esteem by encouraging them to become involved in activities that help develop friendships and social skills (e.g. participation in group work in class and in extra-curricular group or team activities during or after school).

Do na páistí a léireoidh Iompraíocht Bhulaíochta/Supporting Bullying pupils:

- Making it clear that bullying pupils who reform are not blamed or punished and get a 'clean sheet,'
- Making it clear that bullying pupils who reform are doing the right and honorable thing and giving them praise for this,
- Making adequate counseling facilities available to help those who need it learn other ways of meeting their needs besides violating the rights of others,
- Helping those who need to raise their self-esteem by encouraging them to become involved in activities that develop friendships and social skills (e.g. participation in group work in class and in extra-curricular group or team activities during or after school),
- Using learning strategies throughout the school and the curriculum to help enhance pupils' feelings of self-worth,
- In dealing with negative behavior in general, encouraging teachers and parents to focus on, challenge and correct the behaviour while supporting the child,
- In dealing with bullying behaviour seeking resolution and offering a fresh start with a 'clean sheet' and no blame in return for keeping a promise to reform.

Déanfar gach iompraíocht bhulaíochta a thaifeadadh. San áireamh ansin beidh an cineál iompraíochta, cá háit agus cathain a tharla sé, agus dáta an chaidrimh le scoláirí agus tuismitheoirí. Déanfar na gníomhaíochtaí agus na tacaíochtaí comhaontaithe chun dul i ngleic le hiompraíocht bhulaíochtaa dhoiciméadú. Más ábhar imní í an iompraíocht bhulaíochta maidir le cosaint leanaí déileálfar leis an gceist gan mhoill de réir *Gnásanna um Chumhdach Leanaí do Bhunscoileanna agus d'lar-bhunscoileanna.*

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 bullying 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: Maoirseacht/Oversight

Cuirfidh an príomhoide uasdátú ar iompraíocht bhulaíochta i láthair ag gach cruinniú den Bhord Bainistíochta. San áireamh san uasdátú seo beidh líon na n-eachtraí iompraíochta bulaíochta a tuairiscíodh ón gcruinniú deireanach, líon na n-eachtraí leanúnacha agus líon iomlán na n-eachtraí ó thús na scoilbhliana. Sa chás gur tharla eachtraí iompraíochta bulaíochta, cuirfidh an príomhoide uasdátú ó bhéal ar fáil freisin lena n-áirítear nuair is ábhartha, eolas a bhaineann le treochtaí agus patrúin a aithníodh, straitéisí a úsáideadh chun dul i ngleic leis an iompraíocht bhulaíochta agus aon straitéisí níos leithne chun iompraíocht bhulaíochta a chosc agus dul i ngleic léi. Níl eolas pearsanta ná aitheantais san uasdátú seo.

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.

Tá an polasaí seo ar fáil do phobal na scoile ar shuíomh idirlín na scoile agus ina chóip chrua ach é a iarraidh. Tá leagan den pholasaí seo atá in oiriúint do scoláirí ar taispeáint sa scoil agus tá sé ar fáil freisin ar ár suíomh gréasáin agus ina chóip chrua ach é a iarraidh.

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.

Athbhreithneoidh an Bord Bainistíochta an beartas agus a fheidhmiú i ngach scoilbhliain. Cuirfear fógra scríofa gur athbhreithníodh beartas frithbhulaíochta na scoile ar fáil do phearsanra na scoile agus do Choiste na dTuismitheoirí. Cuirfear taifead den athbhreithniú agus a thoradh ar fáil don phátrún agus don Roinn, leis, má iarrtar é.

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 the policy refers.

Sínithe: Máire Uí Mhurchú Dáta: 18-05-2026

(Cathaoirleach An Bhoird Bhainistíochta)

Sínithe: Bríd Uí Shlatara Dáta: 18-05-2026

(Príomhoide na Scoile)