

ANTI-BULLYING POLICY- INCLUDING ANTI-CYBERBULLYING

Inchicore N.S

INTRODUCTION

This policy is based on the DES guidelines “Countering Bullying Behaviour”. It aims to produce a safe and caring environment in which all children can develop to their full potential.

The school does not tolerate or condone bullying of any form or at any level of the school community. The Board of Management is committed to ensuring that all members of the school community - pupils, staff, and parents are enabled to act effectively to deal with bullying. This policy guides action and organisation within the school for preventing and responding to bullying.

KEY PRINCIPLES

The following key principles of best practice in preventing and tackling bullying behaviour underpin our anti-bullying policy:

- A. A positive school culture and climate**
- B. Effective leadership**
- C. A school-wide approach**
- D. A shared understanding of what bullying is and its impact**
- E. Implementation of education and prevention strategies along with awareness raising measures**
- F. Effective supervision and monitoring of pupils**
- G. Supports for staff**
- H. Consistent recording, investigation and follow-up of bullying behaviour**
- I. Ongoing evaluation of the effectiveness of this policy**

DEFINITION OF BULLYING

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.

Bullying may take many different forms such as physical aggression, damage to property, theft of property, extortion, intimidation, abusive telephone calls, isolation, name calling, writing notes, emailing or texting. As a form of aggressive behaviour it is usually hurtful and deliberate. It is persistent over time and makes it difficult for those being bullied to defend themselves.

It is important not to confuse bullying with isolated incidents of aggressive or antisocial behaviour, which must not be condoned. **Such behaviours will be dealt with in accordance with the school’s code of behaviour.** However when the behaviour is systematic and ongoing it becomes bullying.

All members of the school community have a role to play in the prevention of bullying.

EXAMPLES OF BULLYING BEHAVIOUR

<p>General behaviours which apply to all types of bullying</p>	<ul style="list-style-type: none"> ● Harassment based on any of the nine grounds in the equality legislation, e.g., sexual harassment, homophobic bullying, racist bullying, etc ● Physical aggression ● Damage to property ● Name calling ● Slagging ● The production, display or circulation of written words, pictures or other matter ● Offensive graffiti ● The “look” ● Invasion of personal space ● A combination of any of the types listed
<p>Cyber</p>	<ul style="list-style-type: none"> ● Denigration: Spreading rumours, lies or gossip to hurt a person’s reputation ● Harassment: Continually sending vicious, mean or disturbing messages to an individual ● Impersonation: Using inflammatory or vulgar words to provoke an online fight ● Trickery: Fooling someone into sharing personal information which you then post ● Outing: Posting or sharing confidential or compromising information or images ● Exclusion: Purposefully excluding someone from an online group ● Cyber Stalking: Ongoing harassment and denigration that causes a person considerable fear for his/her safety ● Silent telephone/mobile calls ● Abusive text messages ● Abusive email ● Abusive communication on social networks, e.g., Facebook/Ask.fm/Twitter/Instagram/Snapchat/YouTube/Games consoles/etc. ● Abusive website comments/Blogs/Pictures ● Abusive comments on any form of communication technology
<p>Identity Based Behaviours Homophobic & Transgender</p>	<p>Spreading rumours about a person’s sexual orientation</p> <ul style="list-style-type: none"> ● Taunting a person of different sexual orientation ● Name calling: e.g., Gay, Queer, Lesbian...used in a derogatory manner ● Physical intimidation or attacks ● Threats
<p>Identity Based Behaviours Race, Nationality, Ethnic</p>	<ul style="list-style-type: none"> ● Discrimination, prejudice, comments or insults about colour, nationality, culture, social class, religious beliefs, ethnic or traveller background ● Targeting of a person, overt or covert, on the basis of any of the above

background, Religion, Membership of the Travelling Community	<ul style="list-style-type: none"> ● Exclusion on the basis of any of the above
Identity Based Behaviours Special Educational Needs, Disability	<ul style="list-style-type: none"> ● Name calling ● Taunting others because of their disability or learning needs ● Taunting or excluding others because of their exceptional abilities ● Taking advantage of some pupils' vulnerabilities and limited capacity to recognise and defend themselves against bullying ● Taking advantage of some pupils' vulnerabilities and limited capacity to understand social situations and social cues ● Mimicking a person's disability ● Setting others up for ridicule
Relational	<p>This involves manipulating relationships as a means of bullying. Behaviours include:</p> <ul style="list-style-type: none"> ● Malicious gossip ● Isolation & exclusion ● Ignoring ● Excluding from the group ● Taking someone's friends away ● "Bitching" ● Spreading rumours ● Breaking confidence ● Talking loud enough so the victim can hear ● The "look" ● Use of terminology such as "nerd" in a derogatory way

SCHOOL WIDE APPROACH

All members of the school community have a role to play in the prevention of bullying. A description of the role played by the stakeholders involved is outlined below.

Board of	The Board of Management is responsible for ensuring that all
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Management	members of the school community are enabled to deal effectively with bullying. The Board is committed to providing time and resources for the implementation of the policy. The Board will ensure that proper supervisory and monitoring measures are in place to prevent bullying and to deal with incidents appropriately as they arise.
Schoolwide Actions	<p>The following actions aim to create the structures necessary to support the development of a robust anti bullying culture in the school:</p> <ul style="list-style-type: none"> ● Development and promotion of an Anti-Bullying code for the school to be displayed publicly in classrooms and in common areas of the school. ● Supervision and monitoring of classrooms, corridors, P.E. Hall, Circulation space, stairs, school grounds, school tours and extra-curricular activities. Non-teaching and ancillary staff will be encouraged to be vigilant and report issues to relevant teachers. Supervision will also apply to monitoring student use of information communication technology within the school ● Ensuring that pupils know who to tell and how to tell, e.g.: <ul style="list-style-type: none"> ○ Direct approach to teacher at an appropriate time ○ Hand note up with homework ○ Make a phone call to the school or to a trusted teacher in the school ○ Suggestion box (one in each classroom) ○ Get a parent/guardian to tell on your behalf ○ Administer a confidential questionnaire to all pupils ○ Ensure bystanders understand the importance of telling if they witness or know that bullying is taking place ● Identify clear protocols to encourage parents/guardians to approach the school if they suspect that their child is being bullied ● The development of an Acceptable Use Policy in the school to include the necessary steps to ensure that the access to technology within the school is strictly monitored, as is the pupils' use of mobile phones. ● The school will specifically consider the additional needs of Special Educational Needs pupils with regard to programme implementation and the development of skills and strategies to enable all pupils to respond appropriately ● The school will implement the advice in "Sexual Orientation advice for schools" (RSE Primary) <p>Links to other relevant policies:</p> <ul style="list-style-type: none"> ● Code of Behaviour ● Child Protection Policy

	<ul style="list-style-type: none"> ● Acceptable Use Policy ● Attendance Policy ● Sporting activities policies
<p>School Staff</p>	<p>The following actions on the part of the school staff aim to promote positive relationships and interactions within the school:</p> <ul style="list-style-type: none"> ● Foster an atmosphere of friendship, respect and tolerance. ● Promote the value of diversity to address issues of prejudice and stereotyping, and highlight the unacceptability of bullying behaviour ● Children’s self-esteem will be developed through celebrating individual differences, achievements, acknowledging and rewarding good behaviour and manners and providing opportunities for success throughout the curriculum and school. ● Teachers will help pupils to develop empathy by discussing feelings and trying to put themselves in the place of others. ● Relationships with pupils will be based on mutual respect and trust so that pupils will have confidence in the school staff. ● Teachers will be vigilant, respond sensitively and caringly to pupils who disclose incidence of bullying and investigate all disclosed incidents of bullying. ● Teachers will discuss the school's anti-bullying policy with all pupils and use behavioural management strategies which focus on problem solving and enable pupils to take an active role in finding a solution to problems. ● Anti- bullying issues will be addressed at times of need and also during Friendship Week. ● Information leaflets will be distributed during Friendship Week. ● Diversity Week is held during the last term of the school year. ● The formal curriculum of the school will also be used to educate all pupils against bullying behaviour. ● Anti-bullying issues may be raised through the school religion programme, the Social Personal and Health Education programme, the Walk Tall programme the Stay Safe Programme, the Arts and/or Circle time and the Reflections group. ● Talks or workshops will occasionally be offered to the pupils and to parents on the issue of anti-bullying and cyber-bullying. ● Websites and information on bullying will be provided on the school website.

<p>Pupils</p>	<ul style="list-style-type: none"> ● Pupils are expected to be tolerant and to have mutual respect for each other. ● They should be respectful of all adults in the school community. Intimidation and abuse of another pupil including racial abuse will not be tolerated. ● Encourage a culture of telling, with particular emphasis on the importance of bystanders. 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 incidents of bullying, they are not considered to be telling tales, but to be acting responsibly. ● Pupils should report incidents of bullying to their parents and teachers. ● Involvement of the Student Council in contributing to a safe school environment, e.g., buddy system, and other student support activities that can help to support pupils and encourage a culture of peer respect and support ● The school’s anti-bullying policy is discussed with pupils
<p>Parents and Adults</p>	<ul style="list-style-type: none"> ● Encourage positive behaviour and discourage negative behaviour both at home and at school. ● Encourage children to solve difficulties without resorting to aggression. ● Encourage children to share, to be kind, to be caring, and to be understanding towards others. ● Watch out for signs and symptoms that your child is being bullied or is bullying others. ● Don't dismiss your instincts as being wrong. ● Discuss the school's anti-bullying policy with her/him. ● Support the school in its efforts to prevent and treat bullying. ● Be aware that the school does not recommend that pupils are on inappropriate social networks and be responsible for the control of the use of the internet by their children. ● Prevent children from being on Facebook or similar social media sites while under the age of 14. ● Facebook among other inappropriate websites are blocked in our school. ● Limit and be responsible for any personal devices brought to school. ● All parents/guardians are given a copy of the Anti-Bullying Policy as part of the Code of Behaviour of the school.

PROCEDURES FOR REPORTING AND INVESTIGATING BULLYING BEHAVIOUR

Reporting bullying behaviour

- **Any pupil or parent/guardian may bring a bullying incident to the attention of any teacher in the school**
- Bullying incidents should be reported to the class teacher and/or the supervising teacher for investigation.
- **All reports, including anonymous reports of bullying will be investigated and dealt with by the relevant teacher**
- **Teaching and non-teaching staff, such as secretaries, Special Needs Assistants, Lollipop person, caretakers, cleaners must report any incidents of bullying behaviour that comes to their attention to the relevant teacher**

Investigating

The following steps will act as a guideline into how incidence of bullying will be dealt with in our school:

- Pupils or parents will report incidents of bullying to the class teacher and the teacher will respond sensitively to the pupil alleging bullying.
- Any incidence of bullying will be investigated. The class teacher will discuss the issue with the pupil that has been involved in bullying. The pupil's behaviour will be discussed with the pupil's parents and appropriate disciplinary action taken.
- If incidents of bullying are repeated and are deemed to be of a serious nature it is reported to the Principal or Deputy Principal.
- All reported incidents which are serious or are part of a pattern of behaviour will be noted, investigated and treated as circumstances require.
- Serious cases of reported incidents will be discussed with the pupil involved and their parents. The pupil will be subject to the school code of behaviour and the incident dealt with as an incident of serious misbehaviour.
- Reports of bullying behaviour concerning pupils from this school on the way to and from school may be investigated by the Principal or reported to the relevant bodies eg. Dublin Bus.
- Serious cases of bullying and repeated incidence of bullying will be reported to the Board of management and the case will be discussed and appropriate action which may include suspension will follow.
- In the event that a parent/guardian has exhausted the school's complaints procedures and is still not satisfied, the school must advise the parent/guardian of their right to make a complaint to the Ombudsman for Children

Responding to Bullying

Support will be provided for anyone who is bullied by offering them an immediate opportunity to talk about their experience with their teacher or other teacher, along with continuing

support when they feel they may need it. A victim will be assured that the school community will help them and put monitoring procedures in place to safeguard them.

The school will inform parents/guardians of what has happened and of the measures being taken to help them, encourage them to report further incidences if they occur.

All in-school supports and opportunities will be provided for the pupils affected by bullying to participate in activities designed to raise their self-esteem, to develop friendships and social skills and build resilience, e.g.,

- Pastoral care system
- Buddy mentoring system
- Social groups in Resource Room
- Group work such as Circle Time

If pupils require counselling from further support systems, the school will endeavour to liaise with the appropriate agencies to organise same. This may be for the pupil affected by bullying or involved in bullying behaviour.

Pupils should understand that there are no innocent bystanders and that all incidents of bullying behaviour must be reported to a teacher. **Pupils in 3rd to 6th class take an anti-bullying survey once each term. The class teacher and postholder for S.P.H.E. follow up on any items to be addressed following the survey. When a change in behaviour is not shown to have occurred by the alleged bully following signing of the promise sheet, this is passed onto the principal and parents are involved.**

Help and support will be sought for a bully. This will include speaking with them to discover why they became involved, informing their parents/guardians and continuing to work with them in order to modify their behaviour. The school code of behaviour applies to bullying. The bully will be helped to see things from the victim's point of view.

Pupils involved in bullying behaviour may be subject to special monitoring procedures in order to assist them with modifying their behaviour. If bullying continues they may be suspended in accordance with procedure.

Any pupil who is involved in retaliation against a pupil who reports bullying will be subject to the school code of discipline. Incidents of bullying will be used as opportunities for re-enforcing the anti-bullying policy of the school. Follow-up meetings may be arranged to assess progress and/or restore relationships.

Recording of bullying behaviour

It is imperative that all recording of bullying incidents must be done in an objective and factual manner. The school's procedures for noting and reporting bullying behaviour are as follows:

- All staff must keep a written record of any incidents witnessed by them or notified to them. All incidents must be reported to the relevant teacher
- While all reports, including anonymous reports of bullying must be investigated and dealt with by the relevant teacher, the relevant teacher must keep a written record of the reports, the actions taken and any discussions with those involved regarding same.
- The relevant teacher must inform the SPHE postholder and principal of all incidents being investigated.

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.

- There are agreed appropriate monitoring and supervision practices in the school
- Bullying dangerous spots have been identified:
 - 8:40 - 8:50 a.m. before school begins
 - Yard during little break and lunch break
 - Going home time
 - Toilets
 - Student support / care structures including SPHE
- Learning support teachers, EAL teachers and school completion programme help support measures to counteract bullying behaviour
- The student council are involved in counteracting bullying
- In relation to acceptable use policy in the school or the following issues addressed:
 - All internet sessions supervised by a teacher
 - The school regularly monitor pupils internet usage
 - Pupils being instructed to use only approved class accounts for email purposes and these are used only under adult supervision

PROGRAMMES USED IN THE SCHOOL TO PREVENT AND ADDRESS BULLYING

- **Stay Safe Programme**
- **Walk Tall Programme**
- **Webwise**
- www.esafety.ie
- **Anti- bullying Campaign by Seán Fallon 3rd-6th classes**
- **Helping Hands Wellbeing and Anti-bullying programme 2nd and 3rd classes**
- **RSE Programme**
- **Weaving Wellbeing 2nd – 6th class**
- **Friends for Life Programme**
- **Life Skills Training Programme – 4th to 6th class**

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 students 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.

ANTI-CYBER-BULLYING POLICY

Introduction

As a result of the Covid 19 pandemic, the school community has had to embrace a huge increase in online interaction and presence, through the use of Google Classroom along with increased emailing and communication with families via mobile phones, apps, and social media platforms.

At Inchicore National School, we are committed to ensuring the safety and wellbeing of our pupils, parents and staff, and it is in light of this that we wish to add an Anti-Cyber-Bullying element to our Anti-Bullying policy.

Aims of this Policy

1. To provide background information to pupils, parents and staff around what cyber bullying is and how it can be combated.
2. To outline the school's practices and procedures in relation to cyber-bullying.
3. To ensure that reported incidents of cyberbullying are dealt with in a timely and effective manner.

Background Information

Bullying is defined in the school's Anti-Bullying policy as "unwanted negative behaviour, verbal, psychological or physical conducted by an individual or group against another person or persons and which is repeated over time.

Cyberbullying can be defined as bullying that occurs over the internet or via mobile phone. Cyberbullying can take many forms which include, but may not be limited to:

Text messages that threaten, or cause discomfort. Also included here is "Bluejacking" (sending anonymous text messages via bluetooth)

pictures/video clips sent to threaten or to cause embarrassment

Mobile phone calls - silent calls, abusive messages, stealing a person's phone and using it to harass others, thereby implicating the owner

Emails- threatening or bullying, often sent using a pseudonym or somebody else's name

Chat room bullying - menacing or upsetting responses to children or young people when they are in a web-based chat room

Instant messaging (IM) - unpleasant messages sent by children while they conduct real time conversations online

Bullying via websites - use of defamatory blogs, personal websites and online personal "own web space" sites, such as Facebook, YouTube, Snapchat, or any such site yet to be developed. Game consoles which have access to online gaming also provide a channel for cyberbullying.

Prevention: Advice to parents

Children should not be in a position to access the internet in any area of the house which is not in full view. In particular, children should not have unsupervised access to these devices in their bedrooms.

Parents should become aware of cyberbullying. See www.esafety.ie

No primary school child should have access to any social media site used by adults.

If a parent becomes aware that their child is being bullied via online routes by another child within the school, we strongly advise that they do not approach other parents, but instead bring the matter to the attention of the school.

Prevention: Advice to pupils

Bullying is not your fault. You can have an influence over it. It can be stopped and can usually be traced.

Don't ignore it. Tell someone you trust. (Parent, teacher, Childline)

Never give out personal details online.

Keep and save bullying texts, emails or images. They are evidence to show a parent or teacher.

Make a note of the time and date messages were sent to you and any details you have about the sender. Screen shot any messages of concern.

Look for information on www.esafety.ie

Mobile Phone Safety Nets

If you are receiving upsetting text messages, you can

Turn off your phone for a couple of days. The sender might think you have changed your number

You can change your number. Ask your mobile service provider.

Don't respond to the messages. Your mobile service provider will have a number you can call or text to report phone bullying. Don't delete the messages. Keep them as evidence.

Prevention and Management of Cyber-Bullying

At Inchicore National School, our goal is to **minimise opportunities** for cyberbullying.

Mobile phones belonging to pupils may not be switched on on the premises.

Computers in the school are updated regularly to ensure the blocking of social media and inappropriate content.

Pupils and parents sign an Internet Acceptable Usage Policy on enrolment.

Our goal is to **raise awareness** through:

Staff and Board of Management training

Staff CPD to assist staff in keeping abreast of current technologies and innovations

Parent information through HSCL

Education evenings for parents and pupils

SPHE for pupils

Curriculum initiatives that raise awareness of cyberbullying, for example, Friendship Week

Our goal is to **investigate, record and store reports** of cyberbullying that are brought to our attention:

The Anti-Bullying policy framework for reporting, investigating and recording will apply in the case of cyberbullying

All reports will be followed up and monitored regularly.

The Principal may look at a pupil's phone or other device in order to verify an accusation. This will be done with the consent of the parent of a child. When consent is not given, parents will be invited in for a meeting to discuss the matter with the principal.

Incidents of cyberbullying will follow the implementation of sanctions up to and including suspension and expulsion.

The Garda/TUSLA will be contacted in cases of suspected or actual illegal content.

Ratified by Board of Management on _____
Date

Signed _____
Chairperson, Board of Management

Appendix 1

Advice for Parents

Effects of Bullying

Bullying can affect pupils in many different ways. When pupils are bullied their lives may be made miserable. They may suffer injury. They may be unhappy about coming to school. They may lose self-confidence and self esteem, blaming themselves for the bullying. Some children may experience stressful symptoms such as stomach aches and headaches, nightmares or panic attacks. (This form of unhappiness is likely to affect their concentration and learning). If unchallenged other pupils can learn that bullying is a quick and effective way of getting what they want.

Indications of Bullying Behaviour – Signs and Symptoms

The following signs/symptoms may suggest that a pupil is being bullied:

- Anxiety about travelling to and from school - requesting parents to drive or collect them, changing route of travel, avoiding regular times for travelling to and from school.
- Unwillingness to go to school, refusal to attend, mitching.
- Deterioration in educational performance, loss of concentration and loss of enthusiasm and interest in school.
- Pattern of physical illnesses (e.g. headaches, stomach aches).
- Unexplained changes either in mood or behaviour. It may be particularly noticeable before returning to school after weekends or more especially after longer school holidays.
- Visible signs of anxiety or distress - stammering, withdrawing, nightmares, difficulty in sleeping, crying, not eating, vomiting, bedwetting.
- Spontaneous out-of -character comments about either pupils or teachers.
- Possessions missing or damaged.
- Increased requests for money or stealing money.
- Unexplained bruising or cuts or damaged clothing.
- Reluctance and/or refusal to say what is troubling her/him.

Those signs do not necessarily mean that a pupil is being bullied. If repeated or occurring in combination, these signs warrant investigation in order to establish what is affecting the child.

What to do if your child is being bullied

- Discuss the experience with your child to find out the precise details of what has happened.
- Reassure her/him that you and the school will help her/him.
- Discuss with her/him what to do next - he may be able to suggest strategies for dealing with it.
- Encourage her/him to tell his teacher.
- Contact the school as soon as possible.
- Follow-up to ensure that the matter is dealt with and resolved.

What to tell your child to do if someone they know is being bullied

- Tell a teacher (privately if necessary)
- Tell his/her parents - they will contact the school.
- Talk to the person who is being bullied - you may be able to help her/him.

- Reject bullying behaviour among your friends - tell them that it is wrong to bully.
- Help the bullied person to get away from the situation.
- Know and follow the school code of discipline.

What to tell your child to do if you are being bullied

- Tell the teacher immediately. Tell your parents when you get home.
- Help the teacher to investigate it. Tell a friend about what is happening.
- Tell the bully to stop.