



FERMOYLE NATIONAL SCHOOL

Fermoyle, Lanesborough, Co. Longford. N39 E899

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Principal: Ms Elaine Sheridan*

Fermoyle Mixed National School

Bí Cineálta Policy to Prevent and Address Bullying Behaviour

Introduction

The Board of Management of Fermoyle Mixed 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, as a school community, share responsibility to prevent and address bullying behaviour and to deal with its negative impact.

We are committed to ensuring that all pupils who attend our school are kept safe from harm and that their wellbeing is at the forefront of everything we do.

In accordance with equality legislation, we will take all reasonably practicable steps to prevent the harassment of students or staff on any of the nine specified grounds: gender, civil status, family status, sexual orientation, religion, age, disability, race, and membership of the Traveller community.

We confirm that we will take all steps that are reasonably practicable to prevent all bullying or harassment of our students in whatever form and however motivated. Catholic schools have a distinctive understanding of the human person, recognising that every person is created in God's image and likeness and has inherent dignity as a child of God.

This is the basis for ensuring that everybody in our school is treated with respect and care, in accordance with the Catholic Schedule.

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

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 may be physical, social, or emotional. Bullying behaviour is repeated over time and involves an imbalance of power between individuals or groups.

Strategies for inappropriate behaviour that do not meet this definition are addressed in the Code of Behaviour.

Section A: Development of the Policy

This policy has been developed in consultation with the school community.

Most recent review carried out with New PA committee, Staff and development of a child friendly policy/poster in school with the children.

Date approved: 04/11/2025

Date last reviewed: 15/05/2026

Group	Method of Consultation	Date
Staff	Staff meetings & policy workshops	13/03/2026
Pupils	Class discussions, surveys, SPHE lessons	Ongoing. survey 18/03/26
Parents	Parental survey reviewed by PA committee.	Survey 18/03/26. 18/05/26 policy review
Board of Management	Discussion & approval at BoM meetings	04/11/25. 19/05/2026
Wider community (e.g., bus drivers)	Informal consultation	13/03/2026

Section B: Preventing Bullying Behaviour

This section sets out the prevention strategies that will be used by this school to address all forms of Bullying behaviour, in whatever form and however motivated, including online bullying behaviour, homophobic and transphobic bullying behaviour, racist bullying behaviour, sexist bullying behaviour and sexual harassment.

Fermoyle Mixed National School adopts the following prevention strategies:

- Whole-school promotion of a positive school culture through SPHE, RSE, and the Stay Safe programme.
- Implementation of Friendship Week / Anti-Bullying Week annually.
- Use of Circle Time and peer-support systems.
- Age-appropriate lessons on digital safety and prevention of online bullying.
- Explicit teaching and discussion of respect, empathy, and inclusion in all classrooms.
- Promotion of acceptance and understanding of diversity, with particular focus on:
 - Racist bullying
 - Homophobic and transphobic bullying
 - Sexist bullying
 - Sexual harassment
- Regular communication with parents through newsletters, school website, and meetings.

Supervision and Monitoring:

- Supervision rota for playground and yard duty.
- Monitoring of toilets, corridors, and transition times.
- Encouragement of pupils to report concerns confidentially.
- Review of supervision arrangements annually.

In developing the 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 our school in a real way.

This school takes positive steps to ensure that the culture of the school is one which welcomes a respectful dialogue and encounter diversity and differences by ensuring

that prevention and inclusivity strategies are given priority and discussed regularly at our board of management and staff meetings.

The dignity and the wellbeing of the individual person is of paramount concern in our Christian response. This school will listen closely to and dialogue with parents, thereby building a relationship of mutual understanding, respect, trust and confidence. In continuing to develop prevention strategies, this school will listen to young people and parents, to help establish their particular context and needs. Frequent periods of reflection and further engagement by the school, young people and parents, will be used to discern appropriate supports for young people in this school and to help inform future prevention strategies”.

Section C: Addressing Bullying Behaviour

The staff member(s) with responsibility for addressing bullying behaviour are: Class Teachers, supported by the Principal and Deputy Principal.

When bullying occurs, the school will:

- Ensure the student experiencing bullying is listened to and supported.
- Protect the privacy of those involved.
- Communicate sensitively, considering the age and needs of the pupils.
- Involve parents/guardians in a timely manner.
- Take immediate steps to stop the bullying behaviour.

Procedures for addressing incidents:

1. Record initial report and investigate promptly.
2. Determine whether bullying has occurred based on evidence.
3. Agree interventions and supports with pupils and parents.
4. Apply appropriate sanctions, if necessary, in line with Code of Behaviour.
5. Review progress with all parties.

Support strategies include:

- Restorative conversations and mediation.
- SPHE follow-up lessons.
- Support plans for pupils affected by bullying.
- Referral to external supports if required (e.g., NEPS, Tusla).

All bullying incidents will be recorded, including type, location, date, and follow-up actions. Where child protection concerns arise, procedures will be followed without delay.

Section D: Oversight

- The Principal will present a bullying report at each Board of Management meeting.
- This report will include the number of incidents reported, ongoing incidents, and trends identified (without personal details).
- The policy will be available on the school website and in hard copy on request.
- A student-friendly version will be displayed around the school and available for pupils and parents.
- The policy will be reviewed annually or sooner if required.

Signed:  (Chairperson, Board of Management)

Date: 19/05/26

Signed:  (Principal)

Date: 19/05/26