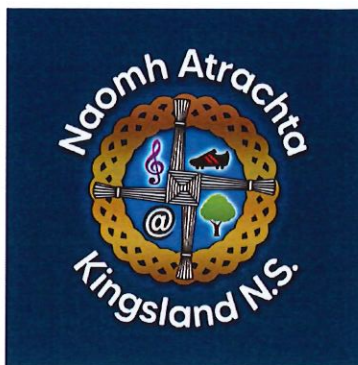


## Kingsland National School: Bí Cineálta Anti-Bullying Policy 2025



### **Appendix A School Bí Cineálta Policy to Prevent and Address Bullying Behaviour**

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#### **Bí Cineálta Policy to Prevent and Address Bullying Behaviour**

The Board of Management of Kingsland 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.

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 image 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.

### **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 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.

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.

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.

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 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.

### **1. Introductory Statement**

This Anti-Bullying Policy has been developed in accordance with the Department of Education's 'Bí Cineálta: Procedures to Prevent and Address Bullying Behaviour for Primary and Post-Primary Schools' (2023). It aims to ensure a proactive, evidence-informed and inclusive approach to preventing and responding to bullying in Kingsland National School. This policy supports the implementation of a whole-school approach to wellbeing and is a key element of the school's Code of Behaviour.

### **2. Scope**

This policy applies to the entire school community, including students, staff, parents/guardians, and visitors. It applies during school time, school-related activities, and any occasion where the school's values are expected to be upheld.

### **3. Key Principles of Best Practice**

Kingsland NS is committed to a school culture and climate that:

- Fosters respect, inclusion, empathy and understanding.
- Encourages pupils to disclose bullying without fear.
- Implements effective leadership, supervision, and monitoring.

- Applies consistent recording, investigation and intervention strategies.
- Includes ongoing evaluation and reflection to strengthen practices.
- Engages all stakeholders – staff, students, and parents – in anti-bullying actions.
- Provides support for staff and students to implement this policy.

#### **4. Definition of Bullying**

Bullying is defined as unwanted negative behaviour, verbal, psychological or physical, by an individual or group against another person (or persons) and which is repeated over time.

This includes:

- Deliberate exclusion, malicious gossip, and relational aggression.
- Cyberbullying using digital technologies.
- Identity-based bullying (e.g. based on race, religion, disability, gender identity, or sexual orientation).

Once-off incidents do not usually constitute bullying, though serious once-off public actions (e.g. online posts) may.

#### **5. Types of Bullying**

Examples include:

- Verbal abuse or insults.
- Threatening behaviour.
- Social exclusion.
- Cyberbullying (e.g., hurtful messages, online shaming).
- Homophobic, racist, or disablist remarks.
- Harassment based on gender identity or sexual orientation.

#### **6. Education and Prevention Strategies**

The school implements the following preventative measures:

- Delivery of SPHE curriculum including Stay Safe and Walk Tall programmes.
- Webwise and Prim-Ed Cyberbullying resources.
- Use of Circle Time, cooperative games, Alive O and school assemblies.
- Visits from Community Gardaí and outside speakers.

- Anti-bullying workshops and awareness weeks.
- Active engagement of parents through newsletters, information evenings and booklets.
- Star Book and other positive reinforcement strategies.
- Linkage with the school's Code of Behaviour and Comenius Project on respect and diversity.

### **7. Procedures for Investigating and Dealing with Bullying**

All reports will be investigated promptly and thoroughly. The relevant teacher is the class teacher, who may involve the Principal as needed.

- Pupils are interviewed individually and in groups.
- Facts are recorded in writing using the Department's template.
- Parents of all parties are informed.
- Follow-up meetings are arranged and behaviour monitored.
- Board of Management is informed at the next meeting.

### **8. Programme of Support**

Supports include:

- SPHE-based self-esteem activities.
- Group bonding and cooperative games.
- Circle Time and Alive O reconciliation lessons.
- Referrals to NEPS or HSE Child and Family services if needed.
- Peer support and teacher check-ins for affected students.

### **9. Supervision and Monitoring**

The school has effective supervision practices in place across all settings. Staff maintain a visible presence during yard and transitions. Teachers monitor patterns in relationships and behaviours to prevent bullying.

### **10. Prevention of Harassment**

In accordance with equality legislation, Kingsland NS is committed to preventing the sexual harassment of pupils or staff, and harassment on the grounds of gender, civil status, family status, sexual orientation, religion, age, disability, race, and membership of the Traveller community.

## 11. Policy Review

This policy is reviewed annually. Notification of the review is provided to school staff and the Parents' Association. A record of the review and its outcome is available to the patron and the Department of Education upon request.

Signed: *Franklin Jones* (Chairperson, Board of Management)

Signed: *Sylvia Cunniffe* (Principal)

Date: 3<sup>rd</sup> June 2025