

# Coláiste Dún Iascaigh



## ANTI-BULLYING POLICY



**etb**

Bord Oideachais agus  
Oiliúna Thiobraid Árann  
*Tipperary Education and  
Training Board*

Policy Area	Schools
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Document Drafted by	Coláiste Dún Iascaigh
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## Coláiste Dún Iascaigh

Bothar Caisil, An Chathair, Co. Thiobraid Árann

Cashel Road, Cahir, Co. Tipperary

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### Appendix 1: Template anti-bullying policy

All sections of this template must be completed

1. In accordance with the requirements of the Education (Welfare) Act 2000 and the code of behaviour guidelines issued by the NEWB, the Board of Management of Coláiste Dun Iascaigh school has adopted the following anti-bullying policy within the framework of the school's overall code of behaviour. This policy fully complies with the requirements of the *Anti-Bullying Procedures for Primary and Post-Primary Schools* which were published in September 2013.

2. The Board of Management recognises the very serious nature of bullying and the negative impact that it can have on the lives of pupils and is therefore fully committed to the following key principles of best practice in preventing and tackling bullying behaviour:

- 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;
- Effective leadership;
- A school-wide approach;
- A shared understanding of what bullying is and its impact;
- 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.
- Effective supervision and monitoring of pupils;
- 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.



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3. In accordance with the *Anti-Bullying Procedures for Primary and Post-Primary Schools* bullying is defined as follows:

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.

The following types of bullying behaviour are included in the definition of bullying:

- deliberate exclusion, malicious gossip and other forms of relational bullying,
- cyber-bullying and
- identity-based bullying such as homophobic bullying, racist bullying, bullying based on a person's membership of the Traveller community and bullying of those with disabilities or special educational needs.

Isolated or once-off incidents of intentional negative behaviour, including a once-off offensive or hurtful text message or other private messaging, do not fall within the definition of bullying and should be dealt with, as appropriate, in accordance with the school's code of behaviour.

However, in the context of this policy, placing a once-off offensive or hurtful public message, image or statement on a social network site or other public forum where that message, image or statement can be viewed and/or repeated by other people will be regarded as bullying behaviour.

Negative behaviour that does not meet this definition of bullying will be dealt with in accordance with the school's code of behaviour.

Additional information on different types of bullying is set out in Section 2 of the *Anti-Bullying Procedures for Primary and Post-Primary Schools*.



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4. The relevant teacher(s) for investigating and dealing with bullying is (are) as follows: (see Section 6.8 of the *Anti-Bullying Procedures for Primary and Post-Primary Schools*):

- Principal
- Deputy Principal
- Year Heads
- Guidance Teachers
- Religion Teachers
- Chaplain

Role of Teacher:

Having identified factual information under the Crisis Method of the Coláiste (Tatum & Tatum) to report incidents of bullying to the relevant staff.

5. The education and prevention strategies (including strategies specifically aimed at cyber-bullying and identity-based bullying including in particular, homophobic and transphobic bullying) that will be used by the school are as follows (see Section 6.5 of the *Anti-Bullying Procedures for Primary and Post-Primary Schools*):

- Induction for all first year students
- Assemblies held for Parent & Students for first, Transition Year & Fifth Year cohorts
- Meeting with Principal and/or Deputy Principal on enrolment
- Transition Programme
- Positive and respectful interventions
- Age appropriate literature in library
- Self-referral for counselling



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- Presentations to students and parents on internet safety
- Friendship & Wellness Week – Friendship Wall/Gratitude Wall
- Cross curricular reinforcement
- No blame incident system
- Highlighting we are a telling school
- Positivity posters
- Mental Health/5 a day strategy
- Promotion of physical activities (catering to those who do not regularly play a sport)
- Two full time Guidance Counsellors
- Two timetabled SPHE classes for first year cohort
- Full SEN Co-ordinator
- Pastoral Care Team
- Positive Code of Behaviour



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6. 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 (see Section 6.8 of the *Anti-Bullying Procedures for Primary and Post Primary Schools*) :

- Teacher/student tells a relevant person
- Factual details on event recorded
- Designated person checks/investigates
- If bullying, the appropriate action with those bullying/being bullied take (counselling/referral)
- Follow up action – checking is done over the following days/weeks
- Appropriate report submitted to the Principal and filed
- Involved persons checked a number of times over the year
- Parents informed as necessary

7. The school's programme of support for working with pupils affected by bullying is as follows (see Section 6.8 of the *Anti-Bullying Procedures for Primary and Post-Primary Schools*) :

- Counselling, is appropriate offered in school to all concerned
- Positive and inclusive relations encouraged by the whole staff community
- Positive and inclusive behaviour is modelled by whole staff community
- All students encouraged to tell by all staff
- PPCOS system used by relevant staff
- Good working relationships with outside agencies allows for timely interventions and appropriate referrals

### 8. Supervision and Monitoring of Pupils



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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.

## 9. 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 pupils 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.

10. This policy was adopted by the Board of Management on 12<sup>th</sup> September 2019.

11. This policy has been made available to school personnel, published on the school website (or where none exists, is otherwise readily accessible to parents and pupils on request) and provided to the Parents' Association (where one exists). A copy of this policy will be made available to the Department and the patron if requested.

12. This policy and its implementation will be reviewed by the Board of Management once in every school year. Written notification that the review has been completed will be made available to school personnel, published on the school website (or where none exists, be otherwise readily accessible to parents and pupils on request) and provided to the Parents' Association (where one exists). A record of the review and its outcome will be made available, if requested, to the patron and the Department.

Signed: *Riam O'Sheeran*  
(Chairperson of Board of Management)

Date: 31/8/20

Date of next review: \_\_\_\_\_

Signed: *Peter Coakley*  
(Principal)

Date: 31/8/20